

From: [Stern, Julie R.](#)
To: [John A. McCreary, Jr. \(jmccreary@babstcalland.com\)](mailto:jmccreary@babstcalland.com)
Subject: Tecnocap - Case 06-CA-267738
Date: Monday, November 23, 2020 11:43:00 AM
Attachments: [LTR.06-CA-267738.FINALevidenceltr.11-23-20.pdf](#)

John -

Please see attached letter.

Julie

Julie R. Stern, Attorney
National Labor Relations Board, Region Six
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November 23, 2020

John A. McCreary, Jr. Esq.
Babst Calland
Two Gateway Center, 6th Floor
603 Stanwix Street
Pittsburgh, PA 15222

Re: Tecnocap, LLC
Case 06-CA-267738

Dear Mr. McCreary:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-captioned matter. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

Allegations: The allegations for which I am seeking your evidence are as follows. The Union alleges that the Employer violated Section 8(a)(5) of the Act in two respects. First, the Union contends that the Employer failed to provide, or delayed in providing, information that the Union requested. More specifically, the Union requested information regarding temporary employees on August 19, 2020. The request was reiterated on September 28, 2020 and October 13, 2020. Certain information was provided to the Union on October 14, 2020, which the Union contends was provided after unreasonable delay. On October 16, 2020, and on November 2 and 4, 2020, the Union again requested the information that had not yet been provided.

Second, the Union contends that the Employer changed how temporary employees are converted into regular employees, without first providing to the Union notice and an opportunity to bargain. More specifically, the Union asserts that the Employer is refusing to maintain the status quo as interpreted by Arbitrator Bruce McIntosh in his decision dated November 27, 2019, and later enforced by the U.S. District Court.

Board Affidavits: I am requesting to take affidavits from (b) (6), (b) (7)(C) and any other individuals you believe have information relevant to the investigation of the above-captioned matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge.

Documents: Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. Documents reflecting communications, whether written, or written memorializations of oral communications, between representatives of the Employer and representatives of the Union regarding the Union's requests for information which are an issue in this charge as described above.
2. If not provided in response to paragraph 1, copies of the Employer's responses to the Union's requests for information which are an issue in this charge as described above.
3. Documents reflecting communications, whether written, or written memorializations of oral communications, between representatives of the Employer and representatives of the Union regarding the impact of the arbitrator's award dated November 27, 2019, referenced above.

Position: Please also provide the Employer's position concerning the above allegations, along with Board case law to support its position.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter by Monday, December 7, 2020. If you are willing to allow me to take affidavits, please contact me by Tuesday, December 1, 2020 to schedule a time to take affidavits on or before December 7, 2020. If I have not received all your evidence by the due date, or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Pursuant to Section 102.5 of the Board's Rules and Regulations, electronic filing of position statements and documentary evidence through the Agency website is now required. Parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. To file electronically, go to **www.nlr.gov**, select **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. Failure to comply with Section 102.5 will result in rejection of your submission, and the Region will then make its determination on the merits solely based on the evidence properly submitted.

Please contact me at your earliest convenience by telephone, (412) 690-7121, or e-mail, julie.stern@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/Julie R. Stern

Julie R. Stern
Attorney

From: [Stern, Julie R.](#)
To: [McCreary, John](#)
Subject: RE: 06-CA-267461, -267738., -268399
Date: Thursday, December 3, 2020 8:47:00 AM
Attachments: [image001.png](#)

John-

I'm glad (b) (6), (b) (7)(C) issue has been resolved.

I can give you an extension to December 17, but if you want to provide any witnesses for an affidavit, I'd like to take care of that before December 17 if possible.

Feel free to be in touch if you have any questions.

Julie

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From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Thursday, December 3, 2020 8:42 AM
To: Stern, Julie R. <Julie.Stern@nrlb.gov>
Cc: (b) (6), (b) (7)(C) @tecnocapww.com>
Subject: 06-CA-267461, -267738., -268399

Julie –

You have requested the submission of evidence for these three charges returnable December 7 or 8. For the last 10 days or so I have been dealing with the issues caused by (b) (6), (b) (7)(C) which thankfully have resolved as of yesterday. I am seeking a 10 day extension of time to submit the requested evidence on behalf of my client. Please advise at your earliest opportunity if this is acceptable. Thank you for your consideration.

John A. McCreary

Attorney at Law
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From: [McCreary, John](#)
To: [Stern, Julie R.](#)
Subject: RE: Tecnocap - Case 06-CA-267738
Date: Friday, December 18, 2020 1:11:59 PM
Attachments: [image001.png](#)

I believe that was supposed to be a citation to Raytheon, 365 NLRB No. 161, and the discussion of the requirement to bargain on request even where past practice would allow unilateral action.

My apologies for the oversight.



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From: Stern, Julie R. <Julie.Stern@nlrb.gov>
Sent: Friday, December 18, 2020 12:24 PM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: Tecnocap - Case 06-CA-267738

ATTENTION: Email sent from outside Babst Calland.

John -

It appears that there is something missing from footnote 4 (on page 6) of your position statement in this case.

Julie

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TECNOCAP, LLC
CASE NO. 06-CA-267738
RESPONDENT'S POSITION STATEMENT

In this charge the Union contends that Tecnocap has failed to provide it information regarding temporary employees, and that the company has violated the status quo with respect to how it “converted temporary employees into regular employees,” which status quo is purportedly established by Arbitrator McIntosh’s decision dated November 27, 2019.

I. Tecnocap complied with its obligation to provide relevant information.

a. Facts

With respect to the information request, the responsive documents which are referenced herein have been submitted in the file “RFP 3&4.pdf” in connection with Case 06-CA-267461. In that collection of documents is the first information request, an August 19 email from (b) (6), (b) (7)(C) of the Union to (b) (6), (b) (7)(C) which states as follows:

In view of the District Court’s affirmation of Arbitrator McIntosh’s award, please confirm that the Company will convert to regular employee status any temporary employees performing unit work who have worked in excess of the probationary period set forth in Article 8, Section 5 of the expired CBA. Please also provide the following information for each temporary employee performing unit work:

1. The primary department assignment;
2. The date they began performing unit work at the facility;
3. The number of days they have performed unit work at the facility; and
4. The number of hours they have performed unit work at the facility.

Please provide this information as soon as possible, but in no case later than September 1.

This request began the chain of email exchanges between the Union’s representatives and (b) (6), (b) (7)(C) in which (b) (6), (b) (7)(C) provided relevant information that the Union kept insisting (and keeps insisting) was incomplete.

Because Tecnocap had not considered either the grievants or any other temporary employee contracted from an agency to be its employees it kept no records on them sufficient to answer (b) (6), (b) (7)(C) inquiries. Tecnocap requested the agency to provide it with such records as it maintained for purposes of paying the employees and billing Tecnocap for their services. In response, the agency provided an “Employee Transaction Report,” which was provided to the

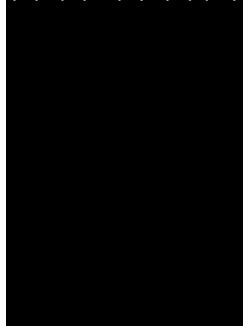
Union on October 14 and has been submitted as evidence in this case.¹ The Employee Transaction Report provides the temporary agency's employees' names, the week ending date for which the agency will bill Tecnocap, and the number of regular and overtime hours worked during that week by each employee.

On October 16 (b) (6), (b) (7)(C) of the Union responded to (b) (6), (b) (7) by email:

The Union received the materials you emailed on October 14, 2020. I understand the letter from Mr. McCreery [*sic*] to indicate that the Company will not treat workers whom it employs through a temporary agency who have completed the probationary period in Article 8, Section 5, "employees" under the CBA, notwithstanding the enforcement of the McIntosh Award by the District Court. The Union objects to this unilateral action by the Company in refusing to give effect to Arbitrator McIntosh's "final and binding" Award and its conclusive resolution of the question of whether such workers are "employees" under the CBA.

The Union demands that the Company immediately begin to treat the following individuals as "employees" under the CBA in accordance with the McIntosh Award's "final and binding" interpretation of the CBA:

(b) (6), (b) (7)(C)



Further, the Union demands that any other individual employed at the facility through a temporary agency for a period in excess of the period set forth in Article 8, Section 5, now or in the future, be accorded all the rights due to an "employee" under the CBA.

In closing, I note that the Company has failed to render a complete response to the Union's August 19 inquiry. The Company has provided the number of hours worked, but not the number of days, the primary department assignment, or the date that individuals began performing unit work at the facility.

¹ (b) (6), (b) (7)(C) response also include as attachments the letter from McCreary to Cogan addressed in footnote 2, *infra*, and an email from temp agency that referred (b) (6), (b) (7)(C) containing (b) (6) hours worked.

(b) (6), (b) (7) responded by email on October 19:

The grievances as filed were for only 3 individuals and not on behalf of anyone else. The arbitrator's award states only that the "the grievances of the three employees is sustained." He did not order the Company to do anything with respect to these 3 individuals. Judge Bailey "enforced" the award, but he also did not order the Company to do anything. The other individuals you identify were not part of the grievance, and the contract has expired. The legal issues should be addressed by the lawyers.

The Company doesn't track dates of people that are not on Company's payroll.

However, we believe that you can figure the dates from the report that the Temp Agencies provided, which has been forwarded to you. We see dates are listed in that report. With reference to departments, those don't apply in the current organization of the Glendale plant.

(b) (6), (b) (7)(C) continued the email "dialog" on November 2:

The Company has acknowledged that the issue in the arbitration "was whether or not a temporary employee becomes a full-time employee and covered by the collective bargaining agreement merely by completing a specified number of hours and without having to apply or interview for the position." The arbitrator answered that question, which conclusively interpreted the meaning of the expired agreement. The Company is obligated to maintain the status quo under the expired agreement, which also required the Company to regard the arbitrator's decision as binding. The Company's unilateral refusal to do so is unlawful.

The information you provided is inadequate to ascertain the dates that temporary employees started in the facility or how many days they have worked. Although the Company may not track this information directly, you are obliged to reach out to the temporary agencies to request this information. They surely have this information. Please let me know what they provide.

(b) (6), (b) (7) replied on November 3:

It is the Company's position, supported by NLRB law, that the probationary period language expired with the old agreement because there is no language in the old agreement that indicates that the provision would survive expiration of the contract. It is therefore not part of the status quo.

As for the information request; the information has been provided to you previously and attached again. It clearly gives you the information you have requested. Can you please be more specific on what you need or can not understand?

b. Position Statement

In order to determine the sufficiency of Tecnocap's response to the Union's information request it is necessary to establish the context in which the request was made. Arbitrator McIntosh's Award is included with the documents submitted in response to request for evidence. It establishes the context for (b) (6), (b) (7)(C) and all subsequent information requests on this topic. The noteworthy elements of the Award are:

1. That the grievance was filed on behalf of only three grievants – (b) (6), (b) (7)(C) – not as a class action;
2. That the basis for the Arbitrator's decision was his conclusion that "All three Grievants have fulfilled the requirement of sixty (60) working days each" Award at p.4.
3. That the fulfillment of the 60 working days requirement meant, in the arbitrator's view, that each of the grievants had satisfied the probationary period set forth in Article 1, Section 5 of the now-expired Agreement:

Section 5: The first sixty (60) working days or four hundred and eighty (480) hours, whichever comes first, from the date of hire of a new employee shall be considered his probationary period and retention as an employee shall be entirely within the discretion of the Company.

4. That on this basis, the Arbitrator concluded that each had therefore become a regular employee of Tecnocap:

The fact that all of the Grievants worked the entirety either or both days or hours of their "probationary periods" though this conceivably may have been an oversight, it was, nevertheless, an exercise of the Company of its "discretion" to continue with the service of Grievants prior to their terminations for which there was no evidence of "just cause" as required by Article 8, Section 7(B) of the CBA.

Award at p.4.

The right to information does not include the right to dictate the form that information comes in. "It is well settled that an employer is not obligated to furnish relevant information in the exact form requested by the employees' representative. Rather '[i]t is sufficient if the information is made available in a manner not so burdensome or time-consuming as to impede the process of bargaining.'" *Roadway Express, Inc.*, 275 NLRB 1107, 1107 (1985), quoting *Cincinnati Steel Castings Co.*, 86 NLRB 592, 593 (1949). *Accord United Aircraft Corp.*, 192

NLRB 382, 427 (1971), *enfd. in rel. part*, 534 F.2d 422, 466 (2d Cir. 1975); *Abercrombie & Fitch Co.*, 206 NLRB 464, 466 (1973).

Here, the Arbitrator explicitly relied on the language of Article 1, Section 5 of the now-expired Agreement when rendering his decision. The relevant portion of that Section measures the probationary period by reference to the “the first sixty (60) working days or four hundred and eighty (480) hours, whichever comes first ...” The information provided to the Union in the form of the Employee Transaction Report was sufficient for it to have derived both the number of days and hours worked by each temporary employee, a fact made self-evident by (b) (6), (b) (7)(C) “demand” in (b) (6), (b) (7)(C) October 16 email – sent two days after receiving the information – that Tecnocap “immediately begin to treat the following individuals as ‘employees’ under the CBA” The Union’s initial request for “the primary department assignment” is irrelevant to the issue of the probationary period, and also irrelevant to operation of Tecnocap’s Glen Dale plant, as (b) (6), (b) (7)(C) pointed out in (b) (6), (b) (7)(C) October 19 response.

This aspect of the Charge must be dismissed.

II. Tecnocap did not violate the “status quo” with respect to temporary employees.

It is apparent from (b) (6), (b) (7)(C) and the subsequent requests for information that the Union contends the Award is of universal application, even though the contract under which it issued has expired and even though by its terms the ambiguous remedy is limited to the “the three employees.” But contrary to the Union’s contention, an arbitration award does not necessarily even establish the rule applicable to similar cases arising during the term of the agreement under which it was issued,² let alone establish the status quo after contract expiration. In other words, arbitration awards generally do not have a preclusive effect, and an employer does not act unilaterally when refusing to apply an award to any case other than the one decided by the arbitrator.

This is especially true of the Award at issue here, which is imprecise and ambiguous, is limited by its terms to the three grievants, and arguably does not require Tecnocap to do anything³ since it holds only that “the grievances of the three employees is [sic] sustained” without specifying **any** affirmative relief. Award at p.5. Additionally, the Award is a stark and unprecedented departure from Tecnocap’s long-established practice of utilizing temporary employees to perform unskilled work at the Glen Dale plant, a practice which before these grievances had gone unchallenged by the Union. *See* Tecnocap Brief for Kosky Arbitration, submitted as evidence in this case. The Union’s position here ultimately runs afoul of the admonition that “arbitrator's decisions can only be enforced as written.” *New Orleans Steamship*

² This is in addition to the Board’s well-established position that a refusal to implement an arbitration award is not an unfair labor practice. *Marite of Wisconsin, Inc.*, 198 NLRB 241 (1972), discussed in the position statement responding to 06-CA-267461.

³ This point was communicated to Timothy Cogan, counsel for the Union, by letter from Tecnocap’s current counsel dated October 12, 2020, which appears in the file RFP 3&4.pdf filed in case 06-CA-267461. This letter was sent in response to Cogan’s threat to commence contempt proceedings against Tecnocap because it had not “complied” with Judge Bailey’s order “enforcing” the Award. In response to the letter, Mr. Cogan filed a motion under Rule 60(a), Fed.R.Civ.Proc. asking Judge Bailey to correct the judgment enforcing the Award to provide affirmative relief to the grievants. Judge Bailey granted the motion and Tecnocap is complying with the judgment as modified.

Ass'n v. General Longshore Wkrs., 626 F.2d 455, 468 (5th Cir.1980), *aff'd sub nom. Jacksonville Bulk Terminals, Inc. v. Int'l Longshoremen's Ass'n.*, 457 U.S. 702 (1982).

Additionally, whether an arbitrator's award “can be given an effect akin to *res judicata* or *stare decisis* with regard to future disputes that may arise between the parties, neither the district court nor this court [court of appeals] should decide,” because “that issue itself is a proper subject for arbitration.” *New Orleans S.S. Ass'n v. Gen. Longshore Workers*, 677 F.2d 492, 494 (5th Cir.1982), *aff'd sub nom., Jacksonville Bulk Terminals, Inc. v. Int'l Longshoremen's Ass'n*, 450 U.S. 1029 (1981). Simply put, “the court may not ... broaden the scope of the award by deciding the issue of the precedential effect of the award.” *Nat'l Elevator Indus., Inc. v. Int'l Union of Elevator Constructors*, 647 F.Supp. 976, 978 (S.D.Tex.), *aff'd*, 806 F.2d 259 (5th Cir.1986), *cert. denied*, 481 U.S. 1015 (1987).

Tondisco, Inc., 1991 WL 1283254, Case No. 3-CA-15868 (ALJ Decision, 1991), adopted this conclusion in reliance on court decisions such those summarized above, including *Nat'l Elevator*. On the basis of this principle the ALJ in *Tondisco* found no violation of the employer's duty to bargain:

The Employer has demonstrated here by credible and uncontroverted proofs that, at the very least, it has a substantial argument in support of its interpretation of the 1989-1992 contract and, now faced with these additional claims, justifiably insisted on recourse to arbitration. It will be for a second Arbitrator to determine whether or not the initial Arbitrator's decision and award is binding upon the parties under their contract. That decision and award will be subject to limited review by the Courts. There is no independent proof here that the Employer has repudiated its contractual obligation or has otherwise acted in derogation of its contractual and bargaining obligation under the National Labor Relations Act. I would therefore dismiss this complaint.

Tondisco is the only Board case I have found that addresses the issue.

Here, the labor agreement has expired and with it the duty to arbitrate. That fact does not negate the principle that the precedential effect, if any, of the McIntosh Award is a matter of contract interpretation. Tecnocap contends that the Award is wrong: that Arbitrator McIntosh's failure to address the historic practice of the parties – which until these cases excluded employees of temporary agencies from coverage under the contract – negates any precedential effect for the Award.⁴ Indeed, it is the Award that deviates from the parties' past practice, and thereby disrupted the status quo. The cases cited above establish that the effect of an arbitration award on subsequent disputes is a matter of interpretation and is not determined as a matter of

⁴ Indeed, Tecnocap has proposed language during its current bargaining with the Union that would clarify that employees of temp agencies are not employees of Tecnocap and would not be considered to be probationary until actually hired and placed on Tecnocap's payroll. In this regard, Tecnocap has recognized its duty to bargain the issue, while the Union seeks to unilaterally implement it. *See*

law. Moreover it is universally acknowledged that arbitrators are not bound by precedent absent a contractual provision requiring that result. *E.g.*, Elkouri & Elkouri, *How Arbitration Works*, Chapter 11.4.B. pp. 591-593 (6th ed. 2003). Under this circumstance, how can the Award establish the status quo? Tecnocap submits that it cannot – the award is an aberration. *See generally Raytheon Network Centric Systems*, 365 NLRB No. 161 (2017).

Tecnocap did not deviate from the status quo by refusing to extend the McIntosh Award to other employees of temporary agencies. This aspect of the charge should be dismissed.

IN ARBITRATION

IN THE MATTER OF THE ARBITRATION

GRIEVANCES NO:

BETWEEN

(b) (6), (b) (7)(C) Regarding (b) (6), (b) (7)(C)

TECNOCAP, LLC

(b) (6), (b) (7)(C) Regarding (b) (6), (b) (7)(C)

AND

(b) (6), (b) (7)(C) Regarding (b) (6), (b) (7)(C)

USWA & ITS LOCAL UNION 152M

OPINION AND AWARD

ARBITRATOR:

Bruce B. McIntosh, Independent Arbitrator
Selected by the Parties

APPEARANCES:

For the Company:

Bradley K. Shafer
Attorney at Law

For the Union:

Timothy F. Cogan
Attorney at Law

STATEMENT OF THE CASE

The Contractual Bargaining Unit of Tenocap, LLC ("Company") is the United Steelworkers International Union and its Local 152M ("Union").

The parties stipulated that all prerequisites to arbitration were satisfied and the matter was properly before him.

The issues presented in this matter concern the rights and privileges afforded to temporary employees under the Collective Bargaining Agreement ("CBA"). The Grievants worked at the Tenocap facility as temporary employees provided by IC Staffing ("IC") and were hired and paid exclusively by IC, a staffing agency located in Wheeling, West Virginia. All three Grievants were interviewed and hired by IC, paid by it and never submitted an application for employment or were interviewed by Tenocap for employment, except for one, (b) (6), (b) (7)(C), who provided a resume to a

supervisor with the hope of being hired on by the Company.

The Collective Bargaining Agreement ("CBA") provides in Article 8, Section 5, that "the first sixty (60) working days or four hundred and eighty (480) hours, whichever comes first, from the date of hire of a new employee shall be considered his probationary period and retention as an employee shall be entirely within the discretion of the Company. Although the term "employee" is used throughout the Agreement, there is no definition for or identification of the meaning. A definition of the word "hired", similarly, does not have a definition in the CBA.

It was undisputed that each of the three Grievants were employed for more than four hundred and eighty (480) hours prior to their termination. While working for the Company during this time, they were paid by IC, only, and received neither pay nor any benefits provided by the CBA to "*employees*", a terms which has no definitions in the CBA.

Included in the relevant provisions of the CBA are:

Article 1, Section 1, the Union is "the sole collective bargaining agent for all hourly rated production and maintenance employees, including Warehousemen . . . ;

Section 2: "Employees shall not, be compelled to become or remain members of the Union as a condition of continuing employment. It is understood and agreed between the parties hereto that completion of an employee's probationary period as referenced in the Seniority section of the Agreement, employees will have the right to join or refrain from joining the Union."

Section 3: The Employer will notify the Local Union President within seven (7) days when a new employee completing their probationary period. The Employer will provide the names and work locations of all such employees.

Article 8, Seniority, Section 1: Seniority shall be the length of an employee's service with the Company from the date of last hire.

Section 7(B). An employee will lose all seniority and continuous service if such service is interrupted for any of the following reasons. . . . (B) He is discharged for just cause.

Section 5: The first sixty (60) working days or four hundred and eighty (480) hours, whichever comes first, from the date of hire of a new

employee shall be considered his probationary period and retention as an employee shall be entirely within the discretion of the Company.

The fact that all of the Grievants worked the entirety either or both days or hours of their “probationary periods” though this conceivably may have been an oversight, it was, nevertheless, an exercise of the Company of its “discretion” to continue with the service of Grievants prior to their terminations for which there was no evidence of “just cause” as required by Article 8, Section 7(B) of the CBA.

Article 1, of the CBA requires the Company to “notify the President of the Union, within seven (7) days”, the names and work locations of each of the Grievants when they completed their probationary period.

The right of the Company to hire and to discharge employees for just cause is acknowledged in Article 5, Section 1. Such discharge shall be in accordance with the provisions of Section 2 which explicitly admonishes that the employee shall not be summarily discharged and shall not be suspended without pay for more than three (3) working days.

Although the CBA provides that the “date of hire of a new employee shall be his probationary period and retention as an employee shall be entirely within the discretion of the Company, such discretion expires at and not before the “conclusion” of the employee's probationary period. To conclude otherwise would eliminate the prohibition against the employee being summarily discharged without evidence of fault for which termination could be justified.

The CBA further acknowledges that when employees are severed before the completion of their probationary period shall, upon rehire, be credited with all days worked in during this period if within sixty (60) calendar months prior to such rehire. Article 14, identifies the eleven (11) holidays which shall be observed. All employees that have been on the Company's payroll for sixty (60) working days is defined in Article 6, Section 5, shall be paid for each of the above named holidays

when no work is to be performed.

All three Grievants have fulfilled the requirement of sixty (60) working days each having worked less than one year, the vacation benefits of Article 15 are not available for these Grievants. The life and health care benefits provided in Article 16 is available only to "eligible employee(s)" who is a regular full-time employee in addition to successfully completing his or her probationary period. The grievance procedure provided for in Article 27 has been fulfilled for which it should begin the Step 1 if not advanced to Step 2.

AWARD

The grievances of the three employees is sustained. If either or both of the Parties notify the Arbitrator that his jurisdiction is necessary to resolve any additional issues including benefits, they will have fourteen (14) days to notify the Arbitrator.

The parties have agreed to an interim billing for the expenses and time of the Arbitrator which, pursuant to Article 28, Section 4 of the CBA shall be shared equally by the Company and the Union.

Dated: November 27, 2019

/s/ Bruce B. McIntosh
Bruce B. McIntosh

IN THE MATTER OF:

**UNITED STEEL WORKERS
INTERNATIONAL UNION and its
LOCAL UNION 152M
IN RE: GR152-18-25, 28, 39**

GRIEVANCES (b) (6), (b) (7)(C)

Claimant,

ARBITRATOR McINTOSH

vs.

TECNOCAP, LLC

Respondent.

RESPONDENT'S POST HEARING BRIEF

Now Comes the Employer Respondent, Tecnocap, LLC, through its undersigned counsel of record, pursuant to the Order of the Arbitrator to present its post-hearing brief. This brief is being provided to the Arbitrator only as it was agreed that the Arbitrator would conduct the exchange of briefs.

The issues presented in this matter concern the rights and privileges afforded to temporary employees under the collective bargaining agreement. The individuals at issue are (b) (6), (b) (7)(C). After exploring the issues, the Arbitrator decided to bifurcate these grievances. The first step is to analyze whether or not the individuals have any rights to grieve, any rights under the contract, and if the matter is arbitrable. The second step, if necessary, is to determine whether or not just cause existed to terminate the individuals. The second step has been deferred pending a ruling on the first.

It is undisputed that (b) (6), (b) (7)(C) worked at the Tecnocap facility as temporary employees provided by IC Staffing. These three individuals were never on Tecnocap's payroll and were hired and paid exclusively by IC Staffing, a temporary

staffing agency located in Wheeling, West Virginia. Indeed, all three individuals testified they were interviewed and hired by IC Staffing, that they were paid by IC Staffing, and that they never submitted an application for employment or were interviewed by Tecnocap for employment, except that (b) (6), (b) (7)(C) provided a resume to (b) (6), (b) (7)(C) in the hopes of being hired on by Tecnocap.

Joint Exhibit 1 is the collective bargaining agreement. No where in the agreement is there a discussion of temporary employees. Indeed, the term is never used anywhere in the contract. Accordingly, the use of temporary employees was never a topic negotiated with the Union and therefore is a matter falling under management rights. Article 33 Section 1 of the Contract states "Except to the extent expressly abridged by a specific provision of the Agreement, the Company reserves and retains, solely and exclusively, all of its Common Law rights to manage the business as such rights existed prior to the execution of this or any other previous agreement with the Union or any other Union." Accordingly, the Employer is free to make use of staffing agencies like IC Staffing and the labor provided by them whenever and however desired by the Company without any limitation or restriction.

Indeed, it is clear that neither party has ever contemplated the collective bargaining agreement to apply to temporary employees assigned by outside staffing agencies. The wage rates set forth in the Agreement at Article 12 are not the wages paid to the temporary employees. To be clear, it was established that (b) (6), (b) (7)(C) were paid at rates lower than the lowest rate in the CBA. Those rates do not apply to them and the Union has never filed a grievance challenging otherwise. Holidays and Vacations, Articles 14 and 15 respectively, do not apply to temporary employees and the

Union has never filed a grievance challenging otherwise. Overtime and Premium Pay in Article 9 does not apply to temporary employees and the Union has never filed a grievance challenging otherwise. The same goes for all of the other benefits the Union negotiated for and obtained in the collective bargaining agreement.

The Union argues that Article 8 Section 5 applies. This section states: "The first sixty (60) working days or four hundred and eighty (480) hours, whichever comes first, from the date of hire of a new employee shall be considered his probationary period and retention as an employee shall be entirely within the discretion of the Company." The problem is that this section applies to "new employees." The term "employee" is not defined in the Agreement. However, the term "employee" is used throughout the Agreement. But in none of those circumstances does the term "employee" apply to temporary employees.

Furthermore, Tecnocap's (b) (6), (b) (7)(C) testified that the term "employee" as used in the CBA means employee of Tecnocap and that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) were never employees of Tecnocap. (b) (6), (b) (7) testified that as to the company's hiring process, which includes submission of an application, testing, and an interview. While it is true that on occasion Tecnocap has hired some of the temporary employees in the past, each of them has gone through the same application process. That process was documented by concrete examples through the introduction of emails sent by (b) (6), (b) (7)(C) announcing various individuals had successfully completed their testing and interviews and were being hired by the Company. (b) (6), (b) (7) also confirmed that neither (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) were ever on Tecnocap payroll. All paychecks received by (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) were provided by IC Staffing. These three individuals also confirmed this during their own testimony.

Given that none of the individuals were ever on company payroll, it is nothing short of bizarre that the Union had dues check off cards signed by these individuals. *See Exhibits 7-9.* The testimony was that the cards were produced to the Company, but (b) (6), (b) (7)(C) denied ever receiving them. Even if (b) (6) did, there was nothing to be done with them as Tecnocap does not issue pay to the individuals and therefore had no ability to deduct union dues. Further, the exhibits tendered to the Arbitrator still have the portion that is to be torn off and provided to the employer attached which suggests that the cards were in fact never provided to Tecnocap. Finally, the cards appear to be nothing short of a ruse, as the signature dates seem to coincide with the filing of the grievances.

The testimony also revealed that neither the company nor local union officials have ever taken the position that a temporary employee is magically converted to a direct hire after 480 hours. (b) (6), (b) (7)(C) all said this belief was communicated to them by unknown full time employees, not union officials.

In short, it is the position of the company that unless and until an individual is directly hired by Tecnocap, that individual is not an "employee" or "new hire" as that term is used throughout the Collective Bargaining Agreement. Simply working 60 days or 480 hours does not automatically convert a temporary employee into a direct hire. Indeed, the 60 day 480 hour rule does not apply here as this is the probationary period for new "employees." (b) (6), (b) (7)(C) were not new "employees" and thus they were not serving a probationary period.

The probationary period is not a substitute for the application, testing and interview process as testified to by [REDACTED]. Indeed, applying the union's logic would result in a breach of contract between the company and the staffing agency and would require the company to pay a fee or penalty for hiring the employee away from the staffing agency.

This is not the first time an argument has been had over whether or not temporary employees are covered by a collective bargaining agreement. In Kalamar Industries, such a question was litigated. The conclusion was that temporary employees were covered by the collective bargaining agreement. However, unlike the agreement here, the Kalamar agreement actually did address temporary employees, including overtime, seniority and eligibility for benefits. The arbitrator in Kalamar explained there is no reason to have such language discussing temporary employees in the CBA unless the temporary employees are covered by the CBA. Kalamar Industries USA LLC v. International Brotherhood of Teamsters Local 838, 452 FSupp.2d 1154 at 1163 (D. Kan. 2006). In this case, as set forth above, there is absolutely no discussion whatsoever of temporary employees in the Tecnocap CBA and it is undisputed that sections dealing with wages, hours, overtime, seniority and benefits have never been applied to temporary employees. Accordingly, if the rationale of Kalamar is followed, the failure to mention temporary employees at all in the CBA indicates that the parties never intended the CBA to apply to them.

The grievances should also be denied as they are neither substantively nor procedurally arbitrable. Addressing the procedural aspect first, Article 27 Section 1 sets forth the grievance procedure. Step 1 requires a grieved employee to present his

grievance to his immediate supervisor and shop steward within three working days from the date the grievance arises. At the end of Step 1, the following language appears: "This is a mandatory step for all grievances. No grievance shall be advanced to Step 2 unless and until it has concluded Step 1." No Step 1 grievance was filed for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). The grievance chains admitted into evidence for them demonstrates this point. See Exhibit 3 and 4. The Union has responded pointing to old carryover language from prior contracts that was mistakenly overlooked, namely Article 27 Section 4 which states matters of discharge shall go directly to Step 2 of the grievance procedure. It is clear that this language was overlooked in the last set of negotiations as the Step 1 requirement language was new. Further, that new language uses the term "all" to describe which grievances must have a Step 1. "All" means all, including discharge related grievances. The Union's own acts show an understanding of this as a Step 1 was filed on behalf of (b) (6), (b) (7)(C). If no Step 1 was required, the Union would not have filed one. Additionally, the documents submitted as part of the grievance chain show that no Step 3 actions were taken for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) activity ends at Step 2. This is another violation of the procedural requirements.

In regards to substantive arbitrability, these grievances should be denied because only company employees can file grievances. As set forth above, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) were never hired by Tecnocap. Accordingly, they were not Tecnocap employees, they were employees of IC Staffing. The language of Article 27 makes clear the grievance process is intended only for employees. Step 1 states "If an employee has a grievance, he shall within three (3) working days..." Indeed, each grievance step

contains similar language discussing the obligations of the "employee" who has the grievance and the deadlines associated with each step.

Article 28 addresses arbitrations. Only grievances may be arbitrated and as seen from the prior Article, only employees can file grievances. To the extent there is any doubt as to who is covered by arbitration, Section 3 of Article 28 eliminates it with the following language: "It is understood and agreed that the grievance-arbitration procedure set forth in Articles 27 and 28 is for the exclusive benefit of the employees and the Union and that the Company does not have recourse to the procedure." (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) cannot file grievances and they cannot have an arbitration because they are not employees.

Tecnocap attempted to raise the arbitrability issue immediately with the US District Court for the Northern District of West Virginia in case 5:18-CV-0119. *Exhibit 5*. There, Tecnocap argued that it never agreed to arbitrate grievances of temporary employees and that (b) (6), (b) (7)(C) have no right to use the grievance or arbitration process for the reasons set forth above. The Court ruled that these issues were still issues for an arbitrator, not the Court, to decide because they are matters of interpretation and application of the collective bargaining agreement. *Exhibit 6, p. 15*. Accordingly, these issues are now squarely placed to the Arbitrator.

During the arbitration, counsel for the Union raised the issue of "joint employer" under Title VII, essentially arguing that Tecnocap and IC Staffing were joint employers of (b) (6), (b) (7)(C) and therefore coverage under the collective bargaining agreement should be extended to them. Courts have already ruled that the "joint

employer” concept referenced by the Union is something that is exclusive to Title VII and is not applicable in matters governed by the National Labor Relations Act.

In Roamn v. Guapos III, Inc., argument broke out on the joint employer theory as applied to a wage and hour case under the Fair Labor Standards Act. Plaintiffs counsel submitted a brief discussing joint employer, but under a myriad of different employment laws and not solely the Fair Labor Standards Act. The Court criticized counsel for doing so and wrote:

Unfortunately for Plaintiffs, most of the cases they cite as support for their position concern who is an “employer” for purposes of other employment laws, such as Title VII, the National Labor Relations Act (“NLRA”), or the Family Medical Leave Act (“FMLA”). See Vance v. NLRB, 71 F.3d 486 (4th Cir.1995) (NLRA); Thomas v. BET Sound-Stage Restaurant/BrettCo, Inc., 61 F.Supp.2d 448 (D.Md.1999) (Title VII); Glunt v. GES Exposition Servs., 123 F.Supp.2d 847 (D.Md.2000) (FMLA). None of these cases are interpreting the FLSA, and Plaintiffs are incorrect to argue that what is good for the Title VII goose is good for the FLSA gander. See Arculeo v. On-Site, 425 F.3d 193, 197 (2d Cir.2005) (“Notwithstanding the same label and some core similarities between [‘single integrated employer’ and ‘joint employer’], the doctrines might differ significantly in different contexts.”). As discussed above, FLSA liability is predicated on an employer-employee relationship. Plaintiffs must allege in their complaint sufficient facts that each of the other Guapo's corporations is their employer, either singularly or jointly with the Gaithersburg Guapo's. They have failed to do this, and even acknowledge in their complaint that they have only ever worked for the Gaithersburg Guapo's.

Roman 970 F.Supp.2d 401 at 414 (D. Maryland 2013).

In regards to a “joint employer” theory under the NLRA, the leading case in this circuit is Vance v. NLRB, 71 F.3d 486 (4th Cir. 1995). There, the Court explained that The law is well settled that the controlling criteria in determining whether two or more

employing entities constitute a single employer are (1) common ownership, (2) interrelation of operations, (3) common management, and (4) centralized control of labor relations. Vance at 490. *See also* Radio & Television Broadcast Technicians Local Union 1264 v. Broadcast Serv. of Mobile, Inc., 380 U.S. 255, 256, 85 S.Ct. 876, 877, 13 L.Ed.2d 789 (1965) (per curiam); Walter N. Yoder & Sons, Inc. v. NLRB, 754 F.2d 531, 535–36 (4th Cir.1985).

The Union put on virtually no evidence in this regard. However, from the testimony elicited by the witnesses, including the three grievants, the following is clear. All greivants were hired by IC Staffing, paid by IC Staffing, and sent to Tecnocap by IC Staffing. None of the grievants completed applications or interviews with anyone at Tecnocap. Tecnocap did not track the grievants' hours worked or have a personnel file created for any of them. Instead, Tecnocap paid a bill issued weekly by IC Staffing requesting payment to IC Staffing for the hours worked by grievants and other temporary employees. No evidence was produced that Tecnocap and IC Staffing have common management, common ownership, centralized control of labor operations, or an interrelation of operations.

The most recent case in regards to the joint employer test is Browning –Ferris Industries of California, Inc. v. NLRB, 911 F.3d 1195 (DC Cir 2018). In that case, the joint employer standard morphed into an analysis of whether or not the two employers share or codetermine matters governing the employees' essential terms and conditions of employment. *See also* CNN America, Inc., 361 NLRB 439, 441, 469 (2014), *enf. denied in part* 865 F.3d 740 (D.C. Cir. 2017); Southern California Gas Co., 302 NLRB 456, 461 (1991). The general formulation derives from language in Greyhound Corp., 153 NLRB

1488, 1495 (1965), *enfd.* 368 F.2d 778 (1966), and was endorsed in NLRB v. Browning-Ferris Industries, 691 F.2d 1117, 1122-1123 (3d Cir. 1982). However, in the new case, consideration of unexercised power was included in the analysis. The NLRB has issued a proposed rulemaking on this topic, but as of now, no final rule has been announced.

However, the issue of “joint employer” is misplaced by the Union. The joint employer doctrine has been used to find unfair labor practices against other companies under a joint employer theory. Vance v. NLRB, 71 F.3d 486 (4th Cir. 1995). The theory has also been used to analyze petitions for representation, including in the bargaining unit not only the employees directly hired by the employer but also temporary employees. Browning –Ferris Industries of California, Inc. v. NLRB, 911 F.3d 1195 (DC Cir 2018).

In this case, no evidence was presented by the Union that temporary employees were included in its original petition. Indeed, the Union agrees that it does not represent temporary employees and that it cannot file grievances on temporary employees. Its argument is that temporary employees, laborers provided by outside staffing agencies, magically become employees of Tecnocap upon completion of 480 hours.

Given the above, Tecnocap respectfully requests that the Arbitrator deny the grievances. At all times, (b) (6), (b) (7)(C) were employees of IC Staffing, not Tecnocap, and thus have no right to file grievances or make use of the arbitration process. Since they were never employees of Tecnocap, the 60 day/480 hour probationary period does not apply to them. Upon completion of 480 hours with IC Staffing, (b) (6), (b) (7)(C) do not magically become Tecnocap employees. The probationary period is not a substitute for the application, testing and interview process employed by Tecnocap.

Finally, the grievances of (b) (6), (b) (7)(C) are not procedurally arbitrable because they failed to comply with Step 1 and 3.

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MSZL&M File No. 001679.000028

Employee Transaction Report

EINC322_Temp

Class Level (HierId 4400)

For transactions between weekend bill dates 2/1/2020 and 10/12/2020

TIMECARD							
Employee Name	W/E Bill	W/E Date	Pay Code	RHours	OHours	DHours	Units
(b) (6), (b) (7)(C)		8/16/2020	REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020	REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020	REG	40.00	1.00	0.00	0.00
	9/6/2020	9/6/2020	REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020	Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020	REG	32.00	8.00	0.00	0.00
	9/20/2020	9/20/2020	REG	40.00	1.00	0.00	0.00
	9/27/2020	9/27/2020	REG	32.00	0.00	0.00	0.00
	10/4/2020	9/27/2020	REG	8.00	0.00	0.00	0.00
	10/4/2020	10/4/2020	REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020	REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:				360.00	50.00	0	0
(b) (6), (b) (7)(C)	8/30/2020	8/30/2020	REG	40.00	4.00	0.00	0.00
	9/6/2020	9/6/2020	REG	40.00	6.00	0.00	0.00
	9/13/2020	9/13/2020	Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020	REG	32.00	6.00	0.00	0.00
	9/20/2020	9/20/2020	REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020	REG	30.00	0.00	0.00	0.00
	10/4/2020	10/4/2020	REG	40.00	0.50	0.00	0.00
	10/11/2020	10/11/2020	REG	34.50	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:				264.50	22.50	0	0
(b) (6), (b) (7)(C)	10/11/2020	10/11/2020	REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:				8.00	0.00	0	0
(b) (6), (b) (7)(C)	7/26/2020	7/19/2020	REG	40.00	0.00	0.00	0.00
	7/26/2020	7/26/2020	REG	40.00	0.00	0.00	0.00
	8/2/2020	8/2/2020	REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020	REG	40.00	8.00	0.00	0.00

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)	8/16/2020	8/16/2020 REG	40.00	9.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	1.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	4.00	0.00	0.00
	9/13/2020	9/13/2020 REG	38.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	508.00	38.00	0	0
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(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	4.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	7.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	35.50	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	617.50	91.00	0	0
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(b) (6), (b) (7)(C)	3/29/2020	3/29/2020 REG	24.00	0.00	0.00	0.00
	4/5/2020	4/5/2020 REG	40.00	0.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.00	0.00	0.00	0.00
	4/19/2020	4/19/2020 REG	40.00	0.00	0.00	0.00
	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00
	5/3/2020	5/3/2020 REG	38.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	38.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	5/17/2020	5/17/2020 REG	40.00	9.00	0.00	0.00
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00
	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020 REG	28.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	3.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	6.50	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	9.50	0.00	0.00

(b) (6), (b) (7)(C) Totals:	1,112.00	140.00	0	0
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(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	32.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	16.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	24.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	32.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	368.00	32.00	0	0
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(b) (6), (b) (7)(C)		9/13/2020	9/13/2020 REG	30.00	0.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
		9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		180.00	14.00	0	0
(b) (6), (b) (7)(C)		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		80.00	8.00	0	0
(b) (6), (b) (7)(C)		8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
		8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 REG	31.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
		9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	32.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		296.00	0	0	0
(b) (6), (b) (7)(C)		7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
		8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
		8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
		8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
		8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
		8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
		8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
		9/27/2020	9/27/2020 REG	36.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	9.50	0.00	0.00

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)		Totals:	476.00	82.50	0	0
(b) (6), (b) (7)(C)	8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	31.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	35.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	4.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	307.00	12.00	0	0
(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	32.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	39.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	33.50	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	24.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	449.50	48.00	0	0
(b) (6), (b) (7)(C)	10/4/2020	10/4/2020 REG	32.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	72.00	8.00	0	0
(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	28.50	0.00	0.00	0.00
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	4.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	0.00	0.00	0.00

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	0.00	0.00	0.00
	8/23/2020	8/23/2020 REG	36.50	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	3.50	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	20.50	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020 REG	29.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	552.50	53.50	0	0
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(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	16.00	0.00	0.00	0.00
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(b) (6), (b) (7)(C)	Totals:	16.00	0.00	0	0
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(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	9.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	9.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020 REG	40.00	6.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	440.00	74.00	0	0
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(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	0.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	16.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	9/13/2020	9/13/2020 REG	16.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	3.50	0.00	0.00
	10/11/2020	10/11/2020 REG	27.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			403.00	27.50	0	0
(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	24.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		24.00	0.00	0	0
(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	16.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		16.00	0.00	0	0
(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	8.00	0.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			400.00	65.00	0	0
(b) (6), (b) (7)(C)	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			272.00	40.00	0	0

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)		6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
		7/5/2020	7/5/2020 REG	35.00	0.00	0.00	0.00
		7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
		7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
		7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
		8/2/2020	8/2/2020 REG	40.00	2.50	0.00	0.00
		8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
		8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
		8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
		8/30/2020	8/30/2020 REG	40.00	9.00	0.00	0.00
		8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 REG	32.00	6.50	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
		9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		619.00	91.00	0	0
(b) (6), (b) (7)(C)		8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	1.50	0.00	0.00
		9/27/2020	9/27/2020 REG	40.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		280.00	33.50	0	0
		Report Totals:		8,121.00	930.50	0	0

From: [Spungen, Clifford E.](#)
To: [McCreary, John](#)
Subject: RE: 267738
Date: Friday, February 12, 2021 12:22:00 PM
Attachments: [image001.png](#)

John,

I am very sorry to hear about (b) (6), (b) (7)(C), I hope that (b) (6) recovers quickly. I understand that some of your responses will be delayed. Provide what you can over the weekend and you will be able to supplement your responses once (b) (6), (b) (7)(C) is available. Your response to 267738 is due on 2/17, but can also be extended if needed due to (b) (6), (b) (7)(C) condition. I will pass along your holiday pay settlement offer to the Union.

Have a nice weekend, and stay safe.

Cliff

From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Friday, February 12, 2021 12:15 PM
To: Spungen, Clifford E. <Clifford.Spungen@nlrb.gov>
Cc: (b) (6), (b) (7)(C) @tecnocapww.com>
Subject: RE: 267738

Cliff – I am working on the position statements for the various charges we discussed last week. Unfortunately, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and is out for the foreseeable future, so my ability to obtain information is hampered. This particularly affects my ability to respond to the information requests that are part of 06-CA-270931. I can respond to the scheduling issue in that charge, and should be able to file responses and evidence for -271170, -271795 over the weekend.

As for -271744 concerning holiday pay for the newly hired employees, Tecnocap will agree to settle that one by paying the affected employees (b) (6), (b) (7)(C) for the holidays they were not paid.

I don't believe we discussed a due date for the final charge, 06-CA-267738. Responding to the union's new theory will require (b) (6), (b) (7)(C) assistance so I will need to ask for your indulgence.

Thank you in advance for your consideration, and please let me know if there are any problems caused by this delay.

John A. McCreary
Attorney at Law
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From: Spungen, Clifford E. <Clifford.Spungen@nlrb.gov>
Sent: Tuesday, February 2, 2021 4:25 PM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: 267738

ATTENTION: Email sent from outside Babst Calland.

Clifford E. Spungen
Attorney
National Labor Relations Board Region Six
Wm. S. Moorhead Federal Bldg.
1000 Liberty Avenue, Room 904
Pittsburgh, PA 15222-4111
412-690-7120 (office)
202-701-6692 (cell)

TECNOCAP, LLC
CASE NO. 06-CA-267738 - AMENDED
RESPONDENT'S POSITION STATEMENT

In this amended charge the Union changes its theory of violation. The original charge asserted that the McIntosh Arbitration Award established the *status quo ante* under the expired agreement and required Tecnocap to hire on as regular employees any temporary employee who had been assigned to work at Tecnocap for more than the 60 days or 480 hours that defined the probationary period in the expired agreement. Now the Union apparently no longer contends that the McIntosh Award establishes the *status quo*. Instead the contention is that the Company's treatment of temporary employees during the term of the agreement provides the necessary evidence of past practice essential to defining the *status quo*, and that its present position deviating from that treatment is a violation of §8(a)(5). The Union's revised theory is wrong.

The evidence demonstrating the error is contained in the "IC Staffing hours.pdf" spreadsheet uploaded as evidence. It shows the names, dates of employment and total hours worked at Tecnocap by temporary employees assigned by IC Staffing for the period March 2016 to November 2018, during the terms of the previous labor agreements. The names highlighted in red on the spreadsheet are IC Staffing employees hired by Tecnocap; the hours highlighted in yellow show IC Staffing employees whose hours of work at Tecnocap exceeded 480 but who were not hired; and the names highlighted in orange are the three grievants whose status was the subject of the McIntosh Award. The names highlighted in yellow below are temporary employees who were hired by Tecnocap but only after working more than 480 hours at Tecnocap:

<u>Employees Hired</u>	<u>Hours</u>	
(b) (6), (b) (7)(C)	432	
	80	
	120	
	486	
	272	
	385.5	
	350	
	554.5	
	341	(b) (6), (b) (7)(C)
	599	
	985.5	
	344	
	128	
	273	
	392	
	338.5	
	519	
	522	

<u>Employees Not Hired</u>	<u>Hours</u>	
(b) (6), (b) (7)(C)	903.75	
	940.75	
	824.25	(b) (6), (b) (7)(C)
	808.75	
	500	(b) (6), (b) (7)(C)
	576	(b) (6), (b) (7)(C)
	500	
	566	
	554.5	

What this data demonstrates is a mixed practice, at best: under the expired agreements Tecnocap sometimes hired temp employees well before they had worked 460 hours; it sometimes hired them well beyond 460 hours; and sometimes it did not hire them even if they had worked beyond 460 hours.

A mixed practice cannot establish the *status quo*.¹ Or more accurately, a mixed practice establishes a dynamic status quo as explained in in *Raytheon Network Centric Systems*, 365 NLRB No. 161 (2017) and its quotation from *Shell Oil*, 149 NLRB 283, 287 (1964):

In our opinion, the rights and duties of parties to collective bargaining, during a hiatus between contracts, may be derived from sources other than a formal extension agreement. Thus, it is well settled that notwithstanding the termination of a labor contract, the parties, pending its renewal or renegotiation, have the right and obligation to maintain existing conditions of employment. Unilateral changes therein violate the statutory duty to bargain in good faith. We are persuaded and find that Respondent's frequently invoked practice of contracting out occasional maintenance work on a unilateral basis, while predicated upon observance and implementation of article XIV, had also become an established employment practice and, as such, a term and condition of employment.

Raytheon, slip op. at 8 (quoting *Shell Oil*, 149 NLRB at 287). Here, Tecnocap's mixed practice with respect to hiring temporary employees into its regular workforce negates any contention that the status quo requires it to hire them in all instances after 460 hours of temporary assignment.

The amended charge, like its antecedent, must be dismissed.

¹ In proceedings under §10(k) the Board has long held that a mixed practice in work assignments favors neither party when determining the jurisdictional award. *E.g.*, *Carpenters Dist. Council of Greater St. Louis*, 315 NLRB No. 99 (1994). The mixed practice here likewise does not establish the Union's claim.

(b) (6), (b) (7)(C)

3/20/2016	3/20/2016 REG	40.00	0.00	0.00	0.00
3/27/2016	3/27/2016 REG	32.00	0.00	0.00	0.00
4/3/2016	4/3/2016 REG	40.00	0.00	0.00	0.00
4/10/2016	4/10/2016 REG	40.00	0.00	0.00	0.00
4/17/2016	4/17/2016 REG	40.00	0.00	0.00	0.00
4/24/2016	4/24/2016 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	232.00	0.00	0	0
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232.00

* means they have hours on both pages

(b) (6), (b) (7)(C)

11/13/2016	11/13/2016 REG	40.00	0.00	0.00	0.00
11/20/2016	11/20/2016 REG	31.00	0.00	0.00	0.00
11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	95.00	0.00	0	0
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95.00

(b) (6), (b) (7)(C)

7/17/2016	7/17/2016 REG	24.00	0.00	0.00	0.00
7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00
8/31/2016	8/31/2016 REG	40.00	0.00	0.00	0.00
8/7/2016	8/7/2016 REG	40.00	0.00	0.00	0.00
8/14/2016	8/14/2016 REG	40.00	0.00	0.00	0.00
8/21/2016	8/21/2016 REG	32.00	0.00	0.00	0.00
8/28/2016	8/28/2016 REG	40.00	0.00	0.00	0.00
9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00
9/11/2016	9/11/2016 REG	32.00	0.00	0.00	0.00
9/18/2016	9/18/2016 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	368.00	0.00	0	0
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368.00

(b) (6), (b) (7)(C)

6/12/2016	6/12/2016 REG	36.00	0.00	0.00	0.00
6/19/2016	6/19/2016 REG	40.00	0.00	0.00	0.00
7/26/2016	7/26/2016 REG	40.00	0.00	0.00	0.00
7/3/2016	7/3/2016 REG	40.00	0.00	0.00	0.00
7/10/2016	7/10/2016 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	180.00	0.00	0	0
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180.00

(b) (6), (b) (7)(C)

9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00
9/11/2016	9/11/2016 REG	32.00	0.00	0.00	0.00
9/18/2016	9/18/2016 REG	40.00	0.00	0.00	0.00
9/25/2016	9/25/2016 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	10/2/2016	10/2/2016 REG	40.00	0.00	0.00	0.00	
	10/9/2016	10/9/2016 REG	40.00	0.00	0.00	0.00	
	10/16/2016	10/16/2016 REG	40.00	0.00	0.00	0.00	
	10/23/2016	10/23/2016 REG	40.00	0.00	0.00	0.00	
	10/30/2016	10/30/2016 REG	40.00	0.00	0.00	0.00	
	11/6/2016	11/6/2016 REG	40.00	0.00	0.00	0.00	
	11/13/2016	11/13/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			432.00	0.00	0	0	432.00
(b) (6), (b) (7)(C)	11/20/2016	11/20/2016 REG	40.00	0.00	0.00	0.00	*
	11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00	
	12/4/2016	12/4/2016 REG	40.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	40.00	0.00	0.00	0.00	
	12/18/2016	12/18/2016 REG	40.00	0.00	0.00	0.00	
	12/25/2016	12/25/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			224.00	0.00	0	0	224.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			112.00	0.00	0	0	112.00
(b) (6), (b) (7)(C)	11/20/2016	11/20/2016 REG	40.00	0.00	0.00	0.00	
	11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00	
	12/4/2016	12/4/2016 REG	40.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			112.00	0.00	0	0	112.00
(b) (6), (b) (7)(C)	3/20/2016	3/20/2016 REG	40.00	0.00	0.00	0.00	
	3/27/2016	3/27/2016 REG	32.00	0.00	0.00	0.00	
	4/3/2016	4/3/2016 REG	40.00	0.00	0.00	0.00	
	4/10/2016	4/10/2016 REG	40.00	0.00	0.00	0.00	
	4/17/2016	4/17/2016 REG	40.00	0.00	0.00	0.00	
	4/24/2016	4/24/2016 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			224.00	0.00	0	0	224.00
(b) (6), (b) (7)(C)	7/10/2016	7/10/2016 REG	32.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	32.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	8/7/2016	8/7/2016 REG	40.00	0.00	0.00	0.00	
	8/14/2016	8/14/2016 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			192.00	0.00	0	0	192.00
(b) (6), (b) (7)(C)	3/20/2016	3/20/2016 REG	40.00	0.00	0.00	0.00	
	3/27/2016	3/27/2016 REG	32.00	0.00	0.00	0.00	
	4/3/2016	4/3/2016 REG	40.00	0.00	0.00	0.00	
	4/10/2016	4/10/2016 REG	40.00	0.00	0.00	0.00	
	4/17/2016	4/17/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			192.00	0.00	0	0	192.00
(b) (6), (b) (7)(C)	11/13/2016	11/13/2016 REG	37.50	0.00	0.00	0.00	*
	11/20/2016	11/20/2016 REG	40.00	0.00	0.00	0.00	
	11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00	
	12/4/2016	12/4/2016 REG	40.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	40.00	0.00	0.00	0.00	
	12/18/2016	12/18/2016 REG	40.00	0.00	0.00	0.00	
	12/25/2016	12/25/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			261.50	0.00	0	0	261.5
(b) (6), (b) (7)(C)	6/26/2016	6/26/2016 REG	32.00	0.00	0.00	0.00	
	7/3/2016	7/3/2016 REG	35.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	25.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			92.00	0.00	0	0	92.00
(b) (6), (b) (7)(C)	12/18/2016	12/18/2016 REG	32.00	0.00	0.00	0.00	*
	12/25/2016	12/25/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			72.00	0.00	0	0	72.00
(b) (6), (b) (7)(C)	11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00	*
	12/4/2016	12/4/2016 REG	40.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	40.00	0.00	0.00	0.00	
	12/18/2016	12/18/2016 REG	32.00	0.00	0.00	0.00	
	12/25/2016	12/25/2016 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)		Totals:	176.00	0.00	0	0	176.00
(b) (6), (b) (7)(C)	6/26/2016	6/26/2016 REG	40.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	32.00	0.00	0.00	0.00	
	7/17/2016	7/17/2016 REG	32.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	16.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	8/7/2016	8/7/2016 REG	38.75	0.00	0.00	0.00	
	8/14/2016	8/14/2016 REG	32.00	0.00	0.00	0.00	
	8/28/2016	8/28/2016	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	270.75	0.00	0	0	270.75
(b) (6), (b) (7)(C)	9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00	
	9/11/2016	9/11/2016 REG	32.00	0.00	0.00	0.00	
	9/18/2016	9/18/2016 REG	40.00	0.00	0.00	0.00	
	9/25/2016	9/25/2016 REG	40.00	0.00	0.00	0.00	
	10/2/2016	10/2/2016 REG	40.00	0.00	0.00	0.00	
	10/9/2016	10/9/2016 REG	1.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	193.00	0.00	0	0	193.00
(b) (6), (b) (7)(C)	7/3/2016	7/3/2016 REG	8.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	32.00	0.00	0.00	0.00	
	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	8/7/2016	8/7/2016 REG	40.00	0.00	0.00	0.00	
	8/14/2016	8/14/2016 REG	40.00	0.00	0.00	0.00	
	8/21/2016	8/21/2016 REG	40.00	0.00	0.00	0.00	
	8/28/2016	8/28/2016 REG	40.00	0.00	0.00	0.00	
	9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	360.00	0.00	0	0	360.00
(b) (6), (b) (7)(C)	11/20/2016	11/20/2016 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	24.00	0.00	0	0	24.00
(b) (6), (b) (7)(C)	12/4/2016	12/4/2016 REG	24.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	16.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)		Totals:	40.00	0.00	0	0	40.00
(b) (6), (b) (7)(C)	5/29/2016	5/29/2016 REG	40.00	0.00	0.00	0.00	
	6/5/2016	6/5/2016 REG	28.00	0.00	0.00	0.00	
	6/12/2016	6/12/2016 REG	40.00	0.00	0.00	0.00	
	6/19/2016	6/19/2016 REG	24.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		132.00	0.00	0	0	132.00
(b) (6), (b) (7)(C)	12/18/2016	12/18/2016 REG	40.00	0.00	0.00	0.00	
	12/18/2016	12/18/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			80.00	0.00	0	0	80.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	8/7/2016	8/7/2016 REG	40.00	0.00	0.00	0.00	
	8/14/2016	8/14/2016 REG	40.00	0.00	0.00	0.00	
	8/21/2016	8/21/2016 REG	40.00	0.00	0.00	0.00	
	8/28/2016	8/28/2016 REG	40.00	0.00	0.00	0.00	
	9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00	
	9/11/2016	9/11/2016 REG	32.00	0.00	0.00	0.00	
	9/18/2016	9/18/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			392.00	0.00	0	0	392.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	26.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			106.00	0.00	0	0	106.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	8/7/2016	8/7/2016 REG	34.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			154.00	0.00	0	0	154.00
(b) (6), (b) (7)(C)	9/4/2016	9/4/2016 REG	40.00	0.00	0.00	0.00	
	9/11/2016	9/11/2016 REG	32.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	9/18/2016	9/18/2016 REG	40.00	0.00	0.00	0.00	
	9/25/2016	9/25/2016 REG	40.00	0.00	0.00	0.00	
	10/2/2016	10/2/2016 REG	40.00	0.00	0.00	0.00	
	10/9/2016	10/9/2016 REG	1.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			193.00	0.00	0	0	193.00
(b) (6), (b) (7)(C)	5/1/2016	5/1/2016 REG	32.00	0.00	0.00	0.00	
	5/8/2016	5/8/2016 REG	40.00	0.00	0.00	0.00	
	5/15/2016	5/15/2016 REG	40.00	0.00	0.00	0.00	
	5/22/2016	5/22/2016 REG	34.00	0.00	0.00	0.00	
	5/29/2016	5/29/2016 REG	40.00	0.00	0.00	0.00	
	6/5/2016	6/5/2016 REG	32.00	0.00	0.00	0.00	
	6/12/2016	6/12/2016 REG	40.00	0.00	0.00	0.00	
	6/19/2016	6/19/2016 REG	40.00	0.00	0.00	0.00	
	6/26/2016	6/26/2016 REG	36.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			334.00	0.00	0	0	334.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	32.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	26.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			98.00	0.00	0	0	98.00
(b) (6), (b) (7)(C)	6/26/2016	6/26/2016 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			8.00	0.00	0	0	8.00
(b) (6), (b) (7)(C)	7/3/2016	7/3/2016 REG	16.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	24.00	0.00	0.00	0.00	
	7/17/2016	7/17/2016 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			72.00	0.00	0	0	72.00
(b) (6), (b) (7)(C)	7/17/2016	7/17/2016 REG	32.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	38.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			86.00	0.00	0	0	86.00
(b) (6), (b) (7)(C)	12/4/2016	12/4/2016 REG	24.00	0.00	0.00	0.00	
	12/11/2016	12/11/2016 REG	16.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)		Totals:	40.00	0.00	0	0	40.00
(b) (6), (b) (7)(C)							*
		12/18/2016 12/18/2016 REG	16.00	0.00	0.00	0.00	
		12/25/2016 12/25/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	56.00	0.00	0	0	56.00
(b) (6), (b) (7)(C)							
		9/4/2016 9/4/2016 REG	40.00	0.00	0.00	0.00	
		9/11/2016 9/11/2016 REG	32.00	0.00	0.00	0.00	
		9/18/2016 9/18/2016 REG	40.00	0.00	0.00	0.00	
		9/25/2016 9/25/2016 REG	40.00	0.00	0.00	0.00	
		10/2/2016 10/2/2016 REG	40.00	0.00	0.00	0.00	
		10/9/2016 10/9/2016 REG	40.00	0.00	0.00	0.00	
		10/16/2016 10/16/2016 REG	40.00	0.00	0.00	0.00	
		10/23/2016 10/23/2016 REG	40.00	0.00	0.00	0.00	
		10/30/2016 10/30/2016 REG	40.00	0.00	0.00	0.00	
		11/6/2016 11/6/2016 REG	40.00	0.00	0.00	0.00	
		11/13/2016 11/13/2016	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	432.00	0.00	0	0	432.00
(b) (6), (b) (7)(C)							
		5/1/2016 5/1/2016 REG	40.00	0.00	0.00	0.00	
		5/8/2016 5/8/2016 REG	40.00	0.00	0.00	0.00	
		5/15/2016 5/15/2016 REG	40.00	0.00	0.00	0.00	
		5/22/2016 5/22/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	160.00	0.00	0	0	160.00
(b) (6), (b) (7)(C)							*
		12/11/2016 12/11/2016 REG	8.00	0.00	0.00	0.00	
		12/18/2016 12/18/2016 REG	40.00	0.00	0.00	0.00	
		12/25/2016 12/25/2016 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)		Totals:	88.00	0.00	0	0	88.00
(b) (6), (b) (7)(C)							
		6/26/2016 6/26/2016 REG	40.00	0.00	0.00	0.00	
		7/3/2016 7/3/2016 REG	40.00	0.00	0.00	0.00	
		7/10/2016 7/10/2016 REG	32.00	0.00	0.00	0.00	
		7/17/2016 7/17/2016 REG	40.00	0.00	0.00	0.00	
		7/24/2016 7/24/2016 REG	40.00	0.00	0.00	0.00	
		7/31/2016 7/31/2016 REG	40.00	0.00	0.00	0.00	
		8/7/2016 8/7/2016 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	8/14/2016	8/14/2016 REG	24.00	0.00	0.00	0.00	
	8/21/2016	8/21/2016 REG	40.00	0.00	0.00	0.00	
	8/28/2016	8/28/2016 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		376.00	0.00	0	0	376.00
(b) (6), (b) (7)(C)	12/11/2016	12/11/2016 REG	24.00	0.00	0.00	0.00	
	12/18/2016	12/18/2016 REG	40.00	0.00	0.00	0.00	
	12/25/2016	12/25/2016 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		104.00	0.00	0	0	104.00
(b) (6), (b) (7)(C)	6/12/2016	6/12/2016 REG	40.00	0.00	0.00	0.00	
	6/19/2016	6/19/2016 REG	40.00	0.00	0.00	0.00	
	6/26/2016	6/26/2016 REG	36.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		116.00	0.00	0	0	116.00
(b) (6), (b) (7)(C)	9/4/2016	9/4/2016 REG	21.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		21.00	0.00	0	0	21.00
(b) (6), (b) (7)(C)	7/3/2016	7/3/2016 REG	24.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	32.00	0.00	0.00	0.00	
	7/17/2016	7/17/2016 REG	40.00	0.00	0.00	0.00	
	7/24/2016	7/24/2016 REG	40.00	0.00	0.00	0.00	
	7/31/2016	7/31/2016 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		176.00	0.00	0	0	176.00
(b) (6), (b) (7)(C)	10/2/2016	10/2/2016 REG	40.00	0.00	0.00	0.00	
	10/9/2016	10/9/2016 REG	40.00	0.00	0.00	0.00	
	10/16/2016	10/16/2016 REG	36.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		116.00	0.00	0	0	116.00
(b) (6), (b) (7)(C)	6/26/2016	6/26/2016 REG	40.00	0.00	0.00	0.00	
	7/3/2016	7/3/2016 REG	32.00	0.00	0.00	0.00	
	7/10/2016	7/10/2016 REG	24.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		96.00	0.00	0	0	96.00
(b) (6), (b) (7)(C)	11/13/2016	11/13/2016 REG	40.00	0.00	0.00	0.00	
	11/20/2016	11/20/2016 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	11/27/2016	11/27/2016 REG	24.00	0.00	0.00	0.00
	12/4/2016	12/4/2016 REG	24.00	0.00	0.00	0.00
	12/11/2016	12/11/2016 REG	10.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			138.00	0.00	0	0

138.00

Totals 7,426.25 0.00

Employee Transaction Report

EINC322_Temp

For transactions between weekend bill dates 1/1/2017 and 11/12/2018

TIMECARD							
Employee Name	W/E Bill	W/E Date	Pay Code	RHours	OHours	DHours	Units
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018	REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:			24	0	0	0
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018	REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:			8	0	0	0
(b) (6), (b) (7)(C)	10/28/2018	10/28/2018	REG	14.50	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:			14.5	0	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018	REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	5/13/2018	5/13/2018	REG	40.00	9.00	0.00	0.00
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018	REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	5/27/2018	5/27/2018	REG	36.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	6/3/2018	6/3/2018	REG	40.00	16.00	0.00	0.00
(b) (6), (b) (7)(C)	6/10/2018	6/10/2018	REG	40.00	14.00	0.00	0.00
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018	REG	34.50	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:			254.5	39	0	0
(b) (6), (b) (7)(C)	7/22/2018	7/22/2018	REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	7/22/2018	7/22/2018	REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C)	7/29/2018	7/29/2018	REG	40.00	1.50	0.00	0.00
(b) (6), (b) (7)(C)	8/5/2018	8/5/2018	REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	8/12/2018	8/12/2018	REG	20.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:			172	5.5	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018	REG	10.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	R Totals:			10	0	0	0
(b) (6), (b) (7)(C)	2/25/2018	2/25/2018	REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018	REG	40.00	0.00	0.00	0.00

* means they have hours on both pages

24

8

14.5

293.5

177.5

10

(b) (6), (b) (7)(C)	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	17.00	0.00	0.00	0.00
	4/1/2018	4/1/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			185	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		120	0	0	0
(b) (6), (b) (7)(C)	7/30/2017	7/30/2017 REG	16.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		16	0	0	0
(b) (6), (b) (7)(C)	9/30/2018	9/30/2018 REG	40.00	4.25	0.00	0.00
	10/7/2018	10/7/2018 REG	16.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		56	4.25	0	0
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018 REG	40.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			160	0	0	0
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		40	0	0	0
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	4/1/2018	3/25/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			128	0	0	0
(b) (6), (b) (7)(C)	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00

185

120

16

60.25

160

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128

(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	8.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	20.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	16.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	8.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	18.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			400	86	0	0
(b) (6), (b) (7)(C)	10/7/2018	10/7/2018 REG	24.00	0.00	0.00	0.00
	10/14/2018	10/7/2018 REG	8.00	0.00	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			192	8	0	0
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	40.00	0.00	0.00	0.00
	8/13/2017	8/13/2017 REG	40.00	0.00	0.00	0.00
	8/20/2017	8/20/2017 REG	40.00	0.00	0.00	0.00
	8/27/2017	8/27/2017 REG	40.00	0.00	0.00	0.00
	9/3/2017	9/3/2017 REG	40.00	0.00	0.00	0.00
	9/10/2017	9/10/2017 REG	32.00	0.00	0.00	0.00
	9/17/2017	9/17/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			272	0	0	0
(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	28.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	32.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	0.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	23.00	0.00	0.00	0.00
	5/20/2018	5/6/2018 REG	0.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			243	8	0	0
(b) (6), (b) (7)(C)	3/25/2018	3/25/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		8	0	0	0

486

200

272

251

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(b) (6), (b) (7)(C)						
	9/24/2017	9/24/2017 REG	40.00	0.00	0.00	0.00
	10/1/2017	10/1/2017 REG	40.00	0.00	0.00	0.00
	10/8/2017	10/8/2017 REG	40.00	0.00	0.00	0.00
	10/15/2017	10/15/2017 REG	32.00	0.00	0.00	0.00
	10/22/2017	10/22/2017 REG	32.00	0.00	0.00	0.00
	10/29/2017	10/29/2017 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			192	0	0	0
(b) (6), (b) (7)(C)						
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	17.00	0.00	0.00	0.00
	4/1/2018	4/1/2018 REG	8.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	34.50	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	34.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			373.5	12	0	0
(b) (6), (b) (7)(C)						
	12/3/2017	12/3/2017 REG	16.00	0.00	0.00	0.00
	12/10/2017	12/10/2017 REG	32.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	32.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			104	0	0	0
(b) (6), (b) (7)(C)						
	3/18/2018	3/18/2018 REG	16.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	12.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			28	0	0	0
(b) (6), (b) (7)(C)						
	2/18/2018	2/18/2018 REG	40.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			112	0	0	0

192

385.5

104

28

112

(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	36.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	32.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		108	0	0	0
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018 REG	40.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		152	0	0	0	0
(b) (6), (b) (7)(C)	7/1/2018	7/1/2018 REG	40.00	0.00	0.00	0.00
	7/8/2018	7/8/2018 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		72	0	0	0	0
(b) (6), (b) (7)(C)	4/8/2018	4/8/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		8	0	0	0
(b) (6), (b) (7)(C)	9/2/2018	9/2/2018 REG	11.50	0.00	0.00	0.00
	9/9/2018	9/9/2018 REG	32.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	32.00	0.00	0.00	0.00
	9/23/2018	9/23/2018 REG	24.00	0.00	0.00	0.00
	9/30/2018	9/30/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		107.5	0	0	0	0
(b) (6), (b) (7)(C)	10/29/2017	10/29/2017 REG	40.00	0.00	0.00	0.00
	11/5/2017	11/5/2017 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		64	0	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		112	0	0	0	0
(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		8	0	0	0

108

152

72

8

107.5

64

112

(b) (6), (b) (7)(C)		Totals:	8	0	0	0
(b) (6), (b) (7)(C)						
	4/8/2018	4/8/2018 REG	27.75	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	35.75	0	0	0
(b) (6), (b) (7)(C)						
	9/9/2018	9/9/2018 REG	32.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	40.00	0.00	0.00	0.00
	9/23/2018	9/23/2018 REG	40.00	0.00	0.00	0.00
	9/30/2018	9/30/2018 REG	40.00	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	40.00	0.00	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	12.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	4.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	13.00	0.00	0.00
	11/4/2018	11/4/2018 REG	38.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	350	29	0	0
(b) (6), (b) (7)(C)						
	8/6/2017	8/6/2017 REG	40.00	0.00	0.00	0.00
	8/13/2017	8/13/2017 REG	40.00	0.00	0.00	0.00
	8/20/2017	8/20/2017 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	8.00	0.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	2.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	0.00	0.00	0.00
	6/3/2018	6/3/2018 REG	32.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	272	2	0	0
(b) (6), (b) (7)(C)						
	8/13/2017	8/13/2017 REG	32.00	0.00	0.00	0.00
	8/20/2017	8/20/2017 REG	28.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	60	0	0	0
(b) (6), (b) (7)(C)						
	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	24.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	72	0	0	0
(b) (6), (b) (7)(C)						
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00

8

35.75

379

274

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72

(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		64	0	0	0	64
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	14.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		14.5	0	0	0	14.5
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	40.00	9.00	0.00	0.00	
	6/24/2018	6/24/2018 REG	40.00	9.25	0.00	0.00	
	7/1/2018	7/1/2018 REG	40.00	9.00	0.00	0.00	
	7/8/2018	7/8/2018 REG	38.75	0.00	0.00	0.00	
	7/15/2018	7/15/2018 REG	40.00	16.25	0.00	0.00	
	7/22/2018	7/22/2018 REG	40.00	18.00	0.00	0.00	
	7/29/2018	7/29/2018 REG	40.00	11.00	0.00	0.00	
	8/5/2018	8/5/2018 REG	40.00	11.25	0.00	0.00	
	8/12/2018	8/12/2018 REG	40.00	8.00	0.00	0.00	
	8/19/2018	8/19/2018 REG	40.00	19.25	0.00	0.00	
	8/26/2018	8/26/2018 REG	40.00	11.00	0.00	0.00	
	9/2/2018	9/2/2018 REG	40.00	11.25	0.00	0.00	
	9/9/2018	9/9/2018 REG	40.00	9.00	0.00	0.00	
	9/16/2018	9/16/2018 REG	40.00	19.25	0.00	0.00	
	9/23/2018	9/23/2018 REG	40.00	19.00	0.00	0.00	
	9/30/2018	9/30/2018 REG	40.00	8.00	0.00	0.00	
	10/7/2018	10/7/2018 REG	40.00	11.00	0.00	0.00	
	10/14/2018	10/14/2018 REG	25.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		704.25	199.5	0	0	903.75
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	36.00	0.00	0.00	0.00	
	6/24/2018	6/24/2018 REG	40.00	2.00	0.00	0.00	
	7/1/2018	7/1/2018 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		100	2	0	0	102
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018 REG	16.00	0.00	0.00	0.00	
	10/21/2018	10/21/2018 REG	40.00	12.00	0.00	0.00	
	10/28/2018	10/28/2018 REG	40.00	8.00	0.00	0.00	
	11/4/2018	11/4/2018 REG	40.00	24.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		136	44	0	0	180
(b) (6), (b) (7)(C)							

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		40	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	34.00	0.00	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	4.00	0.00	0.00
	7/1/2018	7/1/2018 REG	40.00	13.00	0.00	0.00
	7/8/2018	7/8/2018 REG	40.00	6.00	0.00	0.00
	7/15/2018	7/15/2018 REG	40.00	20.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	16.50	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	10.00	0.00	0.00
	8/5/2018	8/5/2018 REG	8.00	0.00	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	20.00	0.00	0.00
	8/19/2018	8/19/2018 REG	40.00	23.00	0.00	0.00
	8/26/2018	8/26/2018 REG	40.00	21.50	0.00	0.00
	9/2/2018	9/2/2018 REG	40.00	6.00	0.00	0.00
	9/9/2018	9/9/2018 REG	32.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	40.00	16.00	0.00	0.00
	9/23/2018	9/23/2018 REG	36.00	0.00	0.00	0.00
	9/30/2018	9/30/2018 REG	38.50	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	20.25	0.00	0.00	0.00
	10/14/2018	10/7/2018 REG	18.00	0.00	0.00	0.00
	10/14/2018	10/14/2018 REG	32.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	10.00	0.00	0.00
	10/28/2018	10/28/2018 REG	36.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		774.75	166	0	0
(b) (6), (b) (7)(C)	9/30/2018	9/30/2018 REG	35.00	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	40.00	0.00	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	16.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	20.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	8.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	3.50	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		235	47.5	0	0
(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	24.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	12.00	0.00	0.00

40

940.75

282.5

(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	296	20	0	0
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316

(b) (6), (b) (7)(C)	5/13/2018	5/13/2018 REG	8.00	0.00	0.00	0.00
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(b) (6), (b) (7)(C)	Totals:	8	0	0	0
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8

(b) (6), (b) (7)(C)	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	48	0	0	0
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48

(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	40.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	32.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	6.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	8.00	0.00	0.00
	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	32.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	32.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	462	16	0	0
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478

(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	40.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	32.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	12.00	0.00	0.00

(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		240	12	0	0
(b) (6), (b) (7)(C)	7/1/2018	7/1/2018 REG	34.50	0.00	0.00	0.00
(b) (6), (b) (7)(C)	7/8/2018	7/8/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		42.5	0	0	0
(b) (6), (b) (7)(C)	4/8/2018	4/8/2018 REG	20.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		20	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	7/1/2018	7/1/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		48	0	0	0
(b) (6), (b) (7)(C)	6/24/2018	6/24/2018 REG	5.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		5	0	0	0
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	2/12/2017	2/12/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	2/19/2017	2/19/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	2/26/2017	2/26/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		312	0	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	5/27/2018	5/27/2018 REG	40.00	16.00	0.00	0.00
(b) (6), (b) (7)(C)	6/3/2018	6/3/2018 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C)	6/10/2018	6/10/2018 REG	40.00	10.00	0.00	0.00
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	40.00	10.00	0.00	0.00
(b) (6), (b) (7)(C)	6/24/2018	6/24/2018 REG	40.00	20.50	0.00	0.00
(b) (6), (b) (7)(C)	7/1/2018	7/1/2018 REG	40.00	20.50	0.00	0.00
(b) (6), (b) (7)(C)	7/8/2018	7/8/2018 REG	40.00	10.00	0.00	0.00

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42.5

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312

(b) (6), (b) (7)(C)	7/15/2018	7/15/2018 REG	40.00	20.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	20.50	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	1.75	0.00	0.00
	8/5/2018	8/5/2018 REG	40.00	12.50	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	10.00	0.00	0.00
	8/19/2018	8/19/2018 REG	40.00	20.50	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		640	184.25	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	24.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	24.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		48	0	0	0
(b) (6), (b) (7)(C)	3/11/2018	3/11/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		8	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	2.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		2	0	0	0
(b) (6), (b) (7)(C)	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	32.00	0.00	0.00	0.00
	4/1/2018	4/1/2018 REG	16.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		208	0	0	0
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		40	0	0	0
(b) (6), (b) (7)(C)	9/17/2017	9/17/2017 REG	4.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		4	0	0	0
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		40	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	26.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		26	0	0	0

824.25

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208

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(b) (6), (b) (7)(C)						
	7/1/2018	7/1/2018 REG	34.50	0.00	0.00	0.00
	7/8/2018	7/8/2018 REG	40.00	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	40.00	18.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	6.00	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	15.75	0.00	0.00
	8/5/2018	8/5/2018 REG	40.00	11.00	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	25.00	0.00	0.00
	8/19/2018	8/19/2018 REG	40.00	11.25	0.00	0.00
	8/26/2018	8/26/2018 REG	40.00	23.50	0.00	0.00
	9/2/2018	9/2/2018 REG	40.00	16.75	0.00	0.00
	9/9/2018	9/9/2018 REG	32.75	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			427.25	127.25	0	0
(b) (6), (b) (7)(C)						
	10/21/2018	10/21/2018 REG	16.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	32.00	0.00	0.00	0.00
	11/11/2018	11/4/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			96	0	0	0
(b) (6), (b) (7)(C)						
	10/21/2018	10/21/2018 REG	24.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	28.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			92	0	0	0
(b) (6), (b) (7)(C)						
	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	32.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	32.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	0.00	0.00	0.00
	5/6/2018	5/6/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			184	0	0	0
(b) (6), (b) (7)(C)						
	10/1/2017	10/1/2017 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			16	0	0	0
(b) (6), (b) (7)(C)						
	3/11/2018	3/11/2018 REG	24.00	0.00	0.00	0.00

554.5

96

92

184

16

(b) (6), (b) (7)(C)		Totals:	24	0	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	9.50	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	12.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	20.00	0.00	0.00
	6/3/2018	6/3/2018 REG	24.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	16.00	0.00	0.00
	6/17/2018	6/17/2018 REG	40.00	21.25	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	25.25	0.00	0.00
	7/1/2018	7/1/2018 REG	40.00	7.25	0.00	0.00
	7/8/2018	7/8/2018 REG	26.75	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	40.00	24.25	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	16.00	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	20.50	0.00	0.00
	8/5/2018	8/5/2018 REG	40.00	8.00	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	20.50	0.00	0.00
	8/19/2018	8/19/2018 REG	37.50	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	608.25	200.5	0	0
(b) (6), (b) (7)(C)	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	26.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	106	4	0	0
(b) (6), (b) (7)(C)	3/5/2017	3/5/2017 REG	32.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)		Totals:	32	0	0
(b) (6), (b) (7)(C)	4/22/2018	4/22/2018 REG	28.50	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	0.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	7.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	3.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	7.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	4.50	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	9.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	2.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	308.5	32.5	0	0

24

808.75

110

32

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(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		16	0	0	0	16
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		8	0	0	0	8
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00	*
(b) (6), (b) (7)(C)	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		192	0	0	0	192
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00	*
(b) (6), (b) (7)(C)	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		192	0	0	0	192
(b) (6), (b) (7)(C)	7/30/2017	7/30/2017 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	39.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	39.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/13/2017	8/13/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/20/2017	8/20/2017 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/27/2017	8/27/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	8/27/2017	8/27/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	9/3/2017	9/3/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	9/10/2017	9/10/2017 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		319	0	0	0	319
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00	*
(b) (6), (b) (7)(C)	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	1/29/2017	1/29/2017 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		136	0	0	0	136

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)						
4/8/2018	4/8/2018	REG	32.00	0.00	0.00	0.00
4/15/2018	4/15/2018	REG	40.00	0.00	0.00	0.00
4/22/2018	4/22/2018	REG	40.00	0.00	0.00	0.00
4/29/2018	4/29/2018	REG	40.00	0.00	0.00	0.00
5/6/2018	5/6/2018	REG	40.00	0.00	0.00	0.00
5/13/2018	5/13/2018	REG	40.00	0.00	0.00	0.00
5/20/2018	5/20/2018	REG	40.00	0.00	0.00	0.00
5/27/2018	5/27/2018	REG	40.00	8.00	0.00	0.00
6/3/2018	6/3/2018	REG	32.00	0.00	0.00	0.00
6/10/2018	6/10/2018	REG	40.00	0.00	0.00	0.00
6/17/2018	6/17/2018	REG	40.00	14.00	0.00	0.00
6/24/2018	6/24/2018	REG	40.00	18.00	0.00	0.00
7/1/2018	7/1/2018	REG	40.00	18.00	0.00	0.00
7/8/2018	7/8/2018	REG	37.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	541	58	0	0
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599

(b) (6), (b) (7)(C)						
10/29/2017	10/29/2017	REG	40.00	0.00	0.00	0.00
11/5/2017	11/5/2017	REG	36.00	0.00	0.00	0.00
11/12/2017	11/12/2017	REG	32.00	0.00	0.00	0.00
11/19/2017	11/19/2017	REG	32.00	0.00	0.00	0.00
11/26/2017	11/26/2017	REG	22.00	0.00	0.00	0.00
12/3/2017	12/3/2017	REG	40.00	0.00	0.00	0.00
12/10/2017	12/10/2017	REG	40.00	0.00	0.00	0.00
12/17/2017	12/17/2017	REG	37.00	0.00	0.00	0.00
12/24/2017	12/24/2017	REG	2.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	281	0	0	0
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281

(b) (6), (b) (7)(C)						
10/21/2018	10/21/2018	REG	4.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	4	0	0	0
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4

(b) (6), (b) (7)(C)						
7/30/2017	7/30/2017	REG	16.00	0.00	0.00	0.00
8/6/2017	8/6/2017	REG	40.00	0.00	0.00	0.00
8/13/2017	8/13/2017	REG	40.00	0.00	0.00	0.00
8/20/2017	8/20/2017	REG	32.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	128	0	0	0
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128

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	6/24/2018	6/24/2018 REG	2.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			2	0	0	0
(b) (6), (b) (7)(C)	7/30/2017	7/30/2017 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			16	0	0	0
(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	16.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	0.00	0.00	0.00
	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	0.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	0.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	20.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	8.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			472	28	0	0
(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	40.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	38.50	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			238.5	4	0	0
(b) (6), (b) (7)(C)	5/27/2018	5/27/2018 REG	40.00	0.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	0.50	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	10.50	0.00	0.00
	6/17/2018	6/17/2018 REG	40.00	7.50	0.00	0.00
	7/1/2018	6/24/2018 REG	7.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			167	18.5	0	0
(b) (6), (b) (7)(C)	4/23/2017	4/23/2017 REG	31.75	0.00	0.00	0.00

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16

500

242.5

185.5

(b) (6), (b) (7)(C)	4/30/2017	4/30/2017 REG	39.50	0.00	0.00	0.00	
	5/7/2017	5/7/2017 REG	39.75	0.00	0.00	0.00	
	5/14/2017	5/14/2017 REG	39.75	0.00	0.00	0.00	
	5/21/2017	5/21/2017 REG	36.00	0.00	0.00	0.00	
	5/28/2017	5/28/2017 REG	36.75	0.00	0.00	0.00	
	6/4/2017	6/4/2017 REG	39.25	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		262.75	0	0	0	262.75
(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		16	0	0	0	16
(b) (6), (b) (7)(C)	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00	
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		80	0	0	0	80
(b) (6), (b) (7)(C)	5/13/2018	5/13/2018 REG	40.00	0.00	0.00	0.00	
	5/20/2018	5/20/2018 REG	20.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		60.5	0	0	0	60.5
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		8	0	0	0	8
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		24	0	0	0	24
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00	
	5/13/2018	5/13/2018 REG	40.00	0.00	0.00	0.00	
	5/20/2018	5/20/2018 REG	40.00	24.00	0.00	0.00	
	5/27/2018	5/27/2018 REG	40.00	16.00	0.00	0.00	
	6/3/2018	6/3/2018 REG	38.00	0.00	0.00	0.00	
	6/10/2018	6/10/2018 REG	36.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		234	40	0	0	274
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00	
	5/13/2018	5/13/2018 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		80	0	0	0	80
(b) (6), (b) (7)(C)							

Gross = Reg Hour Pay + OT Hour Pay + DT Hour Pay + Salary Pay + Unit Pay + Contractor Cost

(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	16.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			32	0	0	0
(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		8	0	0	0
(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	16.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	16.00	0.00	0.00	0.00
	4/1/2018	4/1/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			48	0	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	36.25	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			52.25	0	0	0
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018 REG	40.00	3.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	12.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	0.00	0.00	0.00
	6/17/2018	6/17/2018 REG	40.00	16.00	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	20.00	0.00	0.00
	7/1/2018	7/1/2018 REG	40.00	16.00	0.00	0.00
	7/8/2018	7/8/2018 REG	40.00	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	40.00	8.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	2.00	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	2.00	0.00	0.00
	8/5/2018	8/5/2018 REG	32.50	0.00	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	8.50	0.00	0.00
	8/19/2018	8/19/2018 REG	40.00	18.00	0.00	0.00
	8/26/2018	8/26/2018 REG	40.00	8.25	0.00	0.00
	9/2/2018	9/2/2018 REG	40.00	9.00	0.00	0.00
	9/2/2018	9/2/2018 REG	0.00	9.75	0.00	0.00
	9/9/2018	9/9/2018 REG	39.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	32.00	0.00	0.00	0.00
	9/23/2018	9/23/2018 REG	40.00	15.50	0.00	0.00
	9/30/2018	9/30/2018 REG	32.00	0.00	0.00	0.00

32

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48

52.25

(b) (6), (b) (7)(C)	10/7/2018	10/7/2018 REG	40.00	1.00	0.00	0.00
	10/14/2018	10/7/2018 REG	0.00	21.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			815.5	170	0	0
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	24.00	0.00	0.00	0.00
	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00
	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00
	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00
	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00
	2/12/2017	2/12/2017 REG	40.00	0.00	0.00	0.00
	2/19/2017	2/19/2017 REG	40.00	0.00	0.00	0.00
	2/26/2017	2/26/2017 REG	40.00	0.00	0.00	0.00
	3/5/2017	3/5/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			344	0	0	0
(b) (6), (b) (7)(C)	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			48	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	34.00	0.00	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	0.00	0.00	0.00
	7/1/2018	7/1/2018 REG	26.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			100	0	0	0
(b) (6), (b) (7)(C)	10/1/2017	10/1/2017 REG	32.00	0.00	0.00	0.00
	10/8/2017	10/8/2017 REG	40.00	0.00	0.00	0.00
	10/15/2017	10/15/2017 REG	33.00	0.00	0.00	0.00
	10/22/2017	10/22/2017 REG	40.00	0.00	0.00	0.00
	10/29/2017	10/29/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			185	0	0	0
(b) (6), (b) (7)(C)	3/18/2018	3/18/2018 REG	24.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	40.00	12.00	0.00	0.00
	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00

985.5

344

48

100

185

(b) (6), (b) (7)(C)	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	28.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	24.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	8.00	0.00	0.00
	6/10/2018	6/10/2018 REG	32.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	488	88	0	0
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	24.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	24	0	0	0
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	3.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	3	0	0	0
(b) (6), (b) (7)(C)	9/30/2018	9/30/2018 REG	26.25	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	40.00	0.50	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	6.00	0.00	0.00
	10/21/2018	10/21/2018 REG	36.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	18.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	200.25	6.5	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	36.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	24.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	108	24	0	0
(b) (6), (b) (7)(C)	9/16/2018	9/16/2018 REG	16.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	16	0	0	0
(b) (6), (b) (7)(C)	3/5/2017	3/5/2017 REG	20.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	20	0	0	0
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	32.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	32.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	32.00	0.00	0.00	0.00

576

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3

206.75

132

16

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(b) (6), (b) (7)(C)	3/25/2018	3/25/2018 REG	40.00	12.00	0.00	0.00
	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	8.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	8.00	0.00	0.00
	5/27/2018	5/27/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			456	44	0	0
(b) (6), (b) (7)(C)	2/18/2018	2/18/2018 REG	40.00	0.00	0.00	0.00
	2/25/2018	2/25/2018 REG	40.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			152	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	32.25	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	23.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			55.25	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			120	8	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	32.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	27.00	0.00	0.00	0.00
	5/20/2018	5/20/2018 REG	24.00	0.00	0.00	0.00
	5/27/2018	5/27/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			107	0	0	0
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00
	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00
	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00
	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00

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55.25

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(b) (6), (b) (7)(C)	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00
	2/12/2017	2/12/2017 REG	40.00	0.00	0.00	0.00
	2/19/2017	2/19/2017 REG	40.00	0.00	0.00	0.00
	2/26/2017	2/26/2017 REG	32.00	0.00	0.00	0.00
	3/5/2017	3/5/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			344	0	0	0
(b) (6), (b) (7)(C)	7/15/2018	7/15/2018 REG	32.00	0.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	4.00	0.00	0.00
	7/29/2018	7/29/2018 REG	40.00	2.00	0.00	0.00
	8/5/2018	8/5/2018 REG	40.00	0.00	0.00	0.00
	8/12/2018	8/12/2018 REG	40.00	0.00	0.00	0.00
	8/19/2018	8/19/2018 REG	40.00	0.00	0.00	0.00
	8/26/2018	8/26/2018 REG	40.00	6.00	0.00	0.00
	9/2/2018	9/2/2018 REG	40.00	0.00	0.00	0.00
	9/9/2018	9/9/2018 REG	36.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	40.00	2.00	0.00	0.00
	9/23/2018	9/23/2018 REG	40.00	2.00	0.00	0.00
	9/30/2018	9/30/2018 REG	40.00	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	26.00	0.00	0.00	0.00
	10/14/2018	10/7/2018 REG	14.00	2.00	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			548	18	0	0
(b) (6), (b) (7)(C)	2/25/2018	2/25/2018 REG	16.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	24.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			144	0	0	0
(b) (6), (b) (7)(C)	10/28/2018	10/28/2018 REG	40.00	0.50	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	20.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			80	20.5	0	0
(b) (6), (b) (7)(C)	2/25/2018	2/25/2018 REG	32.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	32.00	0.00	0.00	0.00

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144

100.5

(b) (6), (b) (7)(C)	3/11/2018	3/11/2018 REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	32.00	0.00	0.00	0.00
	3/25/2018	3/25/2018 REG	22.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			158	0	0	0
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	32.00	0.00	0.00	0.00
	8/13/2017	8/13/2017 REG	40.00	0.00	0.00	0.00
	8/20/2017	8/20/2017 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			104	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	24.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	8.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			104	16	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.25	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/6/2018 REG	0.00	4.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	16.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	8.00	0.00	0.00
	6/3/2018	6/3/2018 REG	34.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			194	36.25	0	0
(b) (6), (b) (7)(C)	2/25/2018	2/25/2018 REG	32.00	0.00	0.00	0.00
	3/4/2018	3/4/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			48	0	0	0
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018 REG	40.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	36.75	0.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			156.75	0	0	0
(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	16.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	39.00	0.00	0.00	0.00

158

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120

230.25

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156.75

(b) (6), (b) (7)(C)	4/29/2018	4/29/2018 REG	40.00	7.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	20.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	8.50	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	6.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			415	49.5	0	0
(b) (6), (b) (7)(C)	10/1/2017	10/1/2017 REG	40.00	0.00	0.00	0.00
	10/8/2017	10/8/2017 REG	39.75	0.00	0.00	0.00
	10/15/2017	10/15/2017 REG	8.00	0.00	0.00	0.00
	7/8/2018	7/8/2018 REG	20.00	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	39.50	0.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			187.25	0	0	0
(b) (6), (b) (7)(C)	3/11/2018	3/11/2018 REG	24.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			40	0	0	0
(b) (6), (b) (7)(C)	8/6/2017	8/6/2017 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			40	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	40.00	18.00	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	18.00	0.00	0.00
	7/1/2018	7/1/2018 REG	40.00	10.00	0.00	0.00
	7/8/2018	7/8/2018 REG	38.50	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	40.00	18.00	0.00	0.00
	7/22/2018	7/22/2018 REG	40.00	2.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			238.5	66	0	0
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018 REG	3.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			3	0	0	0
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018 REG	35.00	0.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	0.00	0.00	0.00

464.5

187.25

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304.5

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(b) (6), (b) (7)(C)	6/3/2018	6/3/2018 REG	38.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		137	0	0	0
(b) (6), (b) (7)(C)	8/20/2017	8/20/2017 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		16	0	0	0
(b) (6), (b) (7)(C)	1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00
	1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00
	1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00
	1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00
	2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00
	2/12/2017	2/12/2017 REG	40.00	0.00	0.00	0.00
	2/19/2017	2/19/2017 REG	40.00	0.00	0.00	0.00
	2/26/2017	2/26/2017 REG	32.00	0.00	0.00	0.00
	3/5/2017	3/5/2017 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		336	0	0	0
(b) (6), (b) (7)(C)	9/23/2018	9/23/2018 REG	32.00	0.00	0.00	0.00
	9/30/2018	9/30/2018 REG	40.00	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	40.00	0.00	0.00	0.00
	10/14/2018	10/14/2018 REG	40.00	8.00	0.00	0.00
	10/21/2018	10/21/2018 REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	0.75	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	0.25	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		264	9	0	0
(b) (6), (b) (7)(C)	10/29/2017	10/29/2017 REG	32.00	0.00	0.00	0.00
	11/5/2017	11/5/2017 REG	17.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		49	0	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	34.00	0.00	0.00	0.00
	6/24/2018	6/24/2018 REG	32.00	0.00	0.00	0.00
	7/8/2018	7/8/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		74	0	0	0
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00

137

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336

273

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74

(b) (6), (b) (7)(C)	3/11/2018	3/11/2018	REG	40.00	0.00	0.00	0.00
	3/18/2018	3/18/2018	REG	40.00	0.00	0.00	0.00
	3/25/2018	3/25/2018	REG	32.00	0.00	0.00	0.00
	4/1/2018	4/1/2018	REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018	REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018	REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018	REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018	REG	40.00	0.00	0.00	0.00
	5/6/2018	5/6/2018	REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	384	8	0	0
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392

(b) (6), (b) (7)(C)	10/28/2018	10/28/2018	REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018	REG	40.00	24.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	80	24	0	0
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104

(b) (6), (b) (7)(C)	10/21/2018	10/21/2018	REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018	REG	40.00	0.00	0.00	0.00
	11/4/2018	11/4/2018	REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	112	0	0	0
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112

(b) (6), (b) (7)(C)	7/1/2018	7/1/2018	REG	32.00	0.00	0.00	0.00
	7/8/2018	7/8/2018	REG	32.00	0.00	0.00	0.00
	7/15/2018	7/15/2018	REG	40.00	0.00	0.00	0.00
	7/22/2018	7/22/2018	REG	40.00	0.00	0.00	0.00
	7/29/2018	7/29/2018	REG	40.00	7.50	0.00	0.00
	8/5/2018	8/5/2018	REG	40.00	12.50	0.00	0.00
	8/12/2018	8/12/2018	REG	40.00	27.50	0.00	0.00
	8/19/2018	8/19/2018	REG	40.00	11.75	0.00	0.00
	8/26/2018	8/26/2018	REG	40.00	16.00	0.00	0.00
	9/2/2018	9/2/2018	REG	27.75	0.00	0.00	0.00
	9/9/2018	9/9/2018	REG	25.50	0.00	0.00	0.00
	9/16/2018	9/16/2018	REG	40.00	6.50	0.00	0.00
	9/23/2018	9/23/2018	REG	35.50	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	472.75	81.75	0	0
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554.5

(b) (6), (b) (7)(C)	3/4/2018	3/4/2018	REG	32.00	0.00	0.00	0.00
	3/11/2018	3/11/2018	REG	19.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)		Totals:	51	0	0	0	51
(b) (6), (b) (7)(C)		9/30/2018	9/30/2018 REG	40.00	4.00	0.00	0.00
		10/7/2018	10/7/2018 REG	24.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		64	4	0	0
(b) (6), (b) (7)(C)		1/8/2017	1/8/2017 REG	32.00	0.00	0.00	0.00 *
		1/15/2017	1/15/2017 REG	40.00	0.00	0.00	0.00
		1/22/2017	1/22/2017 REG	40.00	0.00	0.00	0.00
		1/29/2017	1/29/2017 REG	40.00	0.00	0.00	0.00
		2/5/2017	2/5/2017 REG	40.00	0.00	0.00	0.00
		2/12/2017	2/12/2017 REG	40.00	0.00	0.00	0.00
		2/19/2017	2/19/2017 REG	40.00	0.00	0.00	0.00
		2/26/2017	2/26/2017 REG	40.00	0.00	0.00	0.00
		3/5/2017	3/5/2017 REG	40.00	0.00	0.00	0.00
		4/8/2018	4/8/2018 REG	8.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		360	0	0	0
(b) (6), (b) (7)(C)		8/13/2017	8/13/2017 REG	40.00	0.00	0.00	0.00
		8/20/2017	8/20/2017 REG	40.00	0.00	0.00	0.00
		9/24/2017	9/24/2017 REG	40.00	0.00	0.00	0.00
		10/1/2017	10/1/2017 REG	40.00	0.00	0.00	0.00
		10/8/2017	10/8/2017 REG	40.00	0.00	0.00	0.00
		10/15/2017	10/15/2017 REG	16.00	0.00	0.00	0.00
		10/22/2017	10/1/2017 REG	0.00	0.00	0.00	0.00
		10/22/2017	10/8/2017 REG	0.00	0.00	0.00	0.00
		10/22/2017	10/15/2017 REG	0.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		216	0	0	0
(b) (6), (b) (7)(C)		9/23/2018	9/23/2018 REG	40.00	0.00	0.00	0.00
		9/30/2018	9/30/2018 REG	40.00	0.00	0.00	0.00
		10/7/2018	10/7/2018 REG	40.00	0.00	0.00	0.00
		10/14/2018	10/14/2018 REG	40.00	14.00	0.00	0.00
		10/21/2018	10/21/2018 REG	40.00	22.50	0.00	0.00
		10/28/2018	10/28/2018 REG	40.00	6.00	0.00	0.00
		11/4/2018	11/4/2018 REG	40.00	16.00	0.00	0.00
		(b) (6), (b) (7)(C) Totals:		280	58.5	0	0

338.5

(b) (6), (b) (7)(C)	9/16/2018	9/16/2018 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		16	0	0	0
(b) (6), (b) (7)(C)	11/4/2018	11/4/2018 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		40	0	0	0
(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	8.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	24.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	24.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	6.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	9.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		432	87	0	0
(b) (6), (b) (7)(C)	5/13/2018	5/13/2018 REG	32.00	0.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	0.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	8.00	0.00	0.00
	6/3/2018	6/3/2018 REG	36.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	0.00	0.00	0.00
	6/17/2018	6/17/2018 REG	40.00	13.50	0.00	0.00
	6/24/2018	6/24/2018 REG	40.00	16.00	0.00	0.00
	7/1/2018	7/1/2018 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		300	37.5	0	0
(b) (6), (b) (7)(C)	10/14/2018	10/14/2018 REG	32.00	0.00	0.00	0.00
	10/21/2018	10/21/2018 REG	40.00	8.00	0.00	0.00
	10/28/2018	10/28/2018 REG	40.00	16.00	0.00	0.00
	11/4/2018	11/4/2018 REG	40.00	24.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		152	48	0	0
(b) (6), (b) (7)(C)	6/17/2018	6/17/2018 REG	40.00	0.00	0.00	0.00

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337.5

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(b) (6), (b) (7)(C)	6/24/2018	6/24/2018 REG	40.00	18.00	0.00	0.00
	7/1/2018	7/1/2018 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			120	22	0	0
(b) (6), (b) (7)(C)	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	0.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	24.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	12.00	0.00	0.00
	6/3/2018	6/3/2018 REG	38.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	36.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			234	36	0	0
(b) (6), (b) (7)(C)	3/4/2018	3/4/2018 REG	40.00	0.00	0.00	0.00
	3/11/2018	3/11/2018 REG	32.00	0.00	0.00	0.00
	3/18/2018	3/18/2018 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			80	0	0	0
(b) (6), (b) (7)(C)	7/15/2018	7/15/2018 REG	31.00	0.00	0.00	0.00
	7/15/2018	7/15/2018 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			55	0	0	0
(b) (6), (b) (7)(C)	10/21/2018	10/21/2018 REG	32.00	0.00	0.00	0.00
	10/28/2018	10/28/2018 REG	25.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			57	0	0	0
(b) (6), (b) (7)(C)	4/1/2018	4/1/2018 REG	32.00	0.00	0.00	0.00
	4/8/2018	4/8/2018 REG	40.00	0.00	0.00	0.00
	4/15/2018	4/15/2018 REG	40.00	0.00	0.00	0.00
	4/22/2018	4/22/2018 REG	40.00	0.00	0.00	0.00
	4/29/2018	4/29/2018 REG	40.00	8.00	0.00	0.00
	5/6/2018	5/6/2018 REG	40.00	0.00	0.00	0.00
	5/13/2018	5/13/2018 REG	40.00	8.00	0.00	0.00
	5/20/2018	5/20/2018 REG	40.00	24.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	20.00	0.00	0.00
	6/3/2018	6/3/2018 REG	40.00	14.00	0.00	0.00
	6/10/2018	6/10/2018 REG	40.00	16.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			432	90	0	0

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522

(b) (6), (b) (7)(C)	9/2/2018	9/2/2018 REG	19.50	0.00	0.00	0.00
	9/9/2018	9/9/2018 REG	32.00	0.00	0.00	0.00
	9/16/2018	9/16/2018 REG	40.00	8.00	0.00	0.00
	9/23/2018	9/23/2018 REG	40.00	8.00	0.00	0.00
	9/30/2018	9/30/2018 REG	40.00	0.00	0.00	0.00
	10/7/2018	10/7/2018 REG	40.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	211.5	16	0	0
(b) (6), (b) (7)(C)	5/20/2018	5/20/2018 REG	27.00	0.00	0.00	0.00
	5/27/2018	5/27/2018 REG	40.00	4.00	0.00	0.00
	6/3/2018	6/3/2018 REG	32.00	0.00	0.00	0.00
	6/10/2018	6/10/2018 REG	32.00	0.00	0.00	0.00
	6/10/2018	6/3/2018 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C)	Totals:	139	4	0	0
Report Totals:			25832.5	2470.25	0	0

227.5

143

From: [Spungen, Clifford E.](#)
To: [McCreary, John](#)
Subject: Tecnocap *267738
Date: Wednesday, February 17, 2021 2:50:00 PM

John,

Thank you for providing a position statement and documentary evidence in this case. The evidence regarding past practice that you provided was for the contract period 2016-2018. While it is compelling, I am curious why that evidence ended in 2018, and does not include the subsequent contract period of 3/2018 to 3/2019 or any further dates. To complete our review, it would be helpful if you could provide me with the IC Staffing spreadsheet for the remaining periods. Please provide the remaining documentation by February 23. Thank you.

Cliff

Clifford E. Spungen
Attorney
National Labor Relations Board Region Six
Wm. S. Moorhead Federal Bldg.
1000 Liberty Avenue, Room 904
Pittsburgh, PA 15222-4111
412-690-7120 (office)
202-701-6692 (cell)

TECNOCAP, LLC
CASE NO. -6-CA-267738 – AMENDED
RESPONDENT’S SUPPLEMENTAL POSITION STATEMENT

After submission of its original position statement Tecnocap was asked to provide additional information showing names, dates of employment and total hours of temporary employees working at Tecnocap during the term the expired agreement, which was effective from March 21, 2018 to September 30, 2019. In response, Tecnocap has submitted as additional evidence a spreadsheet titled “Tecnocap Hours 1.pdf” which sets forth the requested information for the period from January 1, 2019 to February 19, 2021. As with the previous evidentiary submission, the names highlighted in red on the spreadsheet are IC Staffing employees hired by as regular employees by Tecnocap; the hours highlighted in yellow show IC Staffing employees whose hours of work at Tecnocap exceeded 480 but who were not hired; and the names highlighted in yellow below are temporary employees who were hired by Tecnocap but only after working more than 480 hours at Tecnocap:

<u>Employees Hired</u>	<u>Hours</u>
(b) (6), (b) (7)(C)	541.5
	801.5
	476
	1091.5
	1459
	800
	892
	1208
	757.5
	750.5
	434
	667.75
	693
	936.5
	508.5
	1971.8
	1149.3
	1901.5
	678.5
	503.5
	671
	656.5
<u>Employees Not Hired</u>	<u>Hours</u>
(b) (6), (b) (7)(C)	824.5
	553.5

(b) (6), (b) (7)(C)

663
569
1221.3
758
596.5
530
481.5
753
1124
499
679
656
1070
569
881
790

This additional data confirms Tecnocap's mixed practices with respect to hiring of temporary employees as regular Tecnocap employees: sometimes temps were hired before they worked 480 hours; it most frequently hired temps after they had worked well beyond 480 hours; and almost as frequently did not hire temps who had worked well in excess of 480 hours.

The Union's contention that adherence to the *status quo* requires Tecnocap to hire all temporary employees who are assigned to the Company beyond 480 hours is not substantiated by Tecnocap's actual practice.

Employee Transaction Report

EINC322_Temp

For transactions between weekend bill dates 1/1/2019 and 2/19/2021

TIMECARD								
Employee Name	W/E Bill	W/E Date	Pay Code	RHours	OHours	DHours	Units	
(b) (6), (b) (7)(C)	8/30/2020	8/30/2020	REG	40.00	3.00	0.00	0.00	
	9/6/2020	9/6/2020	REG	40.00	0.00	0.00	0.00	
	9/13/2020	9/13/2020	Hol	5.50	0.00	0.00	0.00	
	(b) (6), (b) (7)(C)	Totals:		85.5	3	0	0	
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019	REG	40.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019	REG	40.00	10.00	0.00	0.00	
	10/13/2019	10/13/2019	REG	40.00	6.00	0.00	0.00	
	10/20/2019	10/20/2019	REG	40.00	10.00	0.00	0.00	
	10/27/2019	10/27/2019	REG	40.00	0.50	0.00	0.00	
	11/3/2019	11/3/2019	REG	40.00	8.00	0.00	0.00	
	11/10/2019	11/10/2019	REG	40.00	10.00	0.00	0.00	
	11/17/2019	11/17/2019	REG	40.00	4.00	0.00	0.00	
	11/24/2019	11/24/2019	REG	40.00	0.00	0.00	0.00	
	12/1/2019	12/1/2019	REG	24.00	0.00	0.00	0.00	
	12/8/2019	12/8/2019	REG	40.00	0.00	0.00	0.00	
	12/15/2019	12/15/2019	REG	40.00	0.00	0.00	0.00	
	12/22/2019	12/22/2019	REG	40.00	0.00	0.00	0.00	
	1/5/2020	1/5/2020	REG	16.00	0.00	0.00	0.00	
	1/12/2020	1/12/2020	REG	40.00	0.00	0.00	0.00	
	1/19/2020	1/19/2020	REG	40.00	0.00	0.00	0.00	
	1/26/2020	1/26/2020	REG	40.00	0.00	0.00	0.00	
	2/2/2020	2/2/2020	REG	40.00	0.00	0.00	0.00	
	2/9/2020	2/9/2020	REG	40.00	0.00	0.00	0.00	
	2/16/2020	2/16/2020	REG	40.00	0.00	0.00	0.00	
	2/23/2020	2/23/2020	REG	16.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C)	Totals:			776	48.5	0	0
	(b) (6), (b) (7)(C)	2/14/2021	2/14/2021	REG	8.00	0.00	0.00	0.00
		(b) (6), (b) (7)(C)	Totals:		8	0	0	0
(b) (6), (b) (7)(C)	12/6/2020	12/6/2020	REG	40.00	8.00	0.00	0.00	
	12/13/2020	12/13/2020	REG	40.00	8.00	0.00	0.00	
	1/10/2021	1/10/2021	REG	40.00	8.00	0.00	0.00	
	1/17/2021	1/17/2021	REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			152	24	0	0	
(b) (6), (b) (7)(C)	2/17/2019	2/17/2019	REG	32.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019	REG	32.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019	REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			80	0	0	0	
(b) (6), (b) (7)(C)	8/16/2020	8/16/2020	REG	40.00	8.00	0.00	0.00	

88.5

824.5

8

176

80

(b) (6), (b) (7)(C)	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	1.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	1.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	9/27/2020 REG	8.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	360	50	0	0
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410

(b) (6), (b) (7)(C)	11/8/2020	11/8/2020 REG	16.00	0.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	21.00	0.00	0.00
	11/22/2020	11/22/2020 REG	19.00	0.00	0.00	0.00
	11/29/2020	11/29/2020 REG	19.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	32.00	0.00	0.00	0.00
	12/13/2020	12/13/2020 REG	24.00	0.00	0.00	0.00
	1/10/2021	1/10/2021 REG	4.00	0.00	0.00	0.00
	1/17/2021	1/17/2021 REG	32.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	28.50	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	214.5	21	0	0
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235.5

(b) (6), (b) (7)(C)	3/29/2020	3/29/2020 REG	24.50	0.00	0.00	0.00
	4/5/2020	4/5/2020 REG	40.00	0.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.75	0.00	0.00	0.00
	4/19/2020	4/19/2020 REG	40.00	1.00	0.00	0.00
	4/26/2020	4/26/2020 REG	40.00	1.25	0.00	0.00
	5/3/2020	5/3/2020 REG	40.00	1.00	0.00	0.00
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00
	5/17/2020	5/17/2020 REG	40.00	0.00	0.00	0.00
	5/24/2020	5/24/2020 REG	40.00	11.00	0.00	0.00
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	497.25	44.25	0	0
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541.5

(b) (6), (b) (7)(C)	9/20/2020	9/20/2020 REG	32.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	56	0	0	0
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56

(b) (6), (b) (7)(C)	8/30/2020	8/30/2020 REG	40.00	4.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	0.50	0.00	0.00

(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	34.50	0.00	0.00	0.00	
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00	
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	40.00	0.00	0.00	0.00	
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00	
	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	40.00	16.50	0.00	0.00	
	11/29/2020	11/29/2020 REG	22.00	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	40.00	6.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		686.5	115	0	0	801.5
(b) (6), (b) (7)(C)	7/19/2020	7/12/2020 REG	8.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		8	0	0	0	8
(b) (6), (b) (7)(C)	11/22/2020	11/22/2020 REG	40.00	4.00	0.00	0.00	
	12/6/2020	11/29/2020 REG	27.00	0.00	0.00	0.00	
	12/6/2020	11/22/2020 REG	0.00	19.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	40.00	8.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	8.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	24.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		251	55	0	0	306
(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019 REG	32.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00	
	3/3/2019	2/24/2019 REG	8.00	0.00	0.00	0.00	
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00	
	3/17/2019	3/17/2019 REG	40.00	8.00	0.00	0.00	
	3/24/2019	3/24/2019 REG	40.00	8.00	0.00	0.00	
	3/31/2019	3/31/2019 REG	40.00	5.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		272	37	0	0	309
(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	8.00	0.00	0.00	0.00	
	10/18/2020	10/18/2020 REG	32.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		40	0	0	0	40
(b) (6), (b) (7)(C)	4/5/2020	4/5/2020 REG	16.25	0.00	0.00	0.00	
	4/12/2020	4/12/2020 REG	32.25	0.00	0.00	0.00	
	4/19/2020	4/19/2020 REG	24.75	0.00	0.00	0.00	
	4/26/2020	4/26/2020 REG	16.50	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		89.75	0	0	0	89.75
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	32.00	0.00	0.00	0.00	
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	40.00	2.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	8.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	0.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
	3/24/2019	3/24/2019 REG	40.00	0.00	0.00	0.00
	3/31/2019	3/31/2019 REG	16.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	448	18	0	0
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466

(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	24.00	0.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	152.00	24.00	0	0
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176

(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00
	5/3/2020	5/3/2020 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	64	0	0	0
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64

(b) (6), (b) (7)(C)	11/8/2020	11/8/2020 REG	40.00	8.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00
	11/22/2020	11/22/2020 REG	40.00	23.00	0.00	0.00
	11/29/2020	11/29/2020 REG	30.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	9.50	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	0.00	0.00	0.00
	12/27/2020	12/27/2020 REG	25.50	0.00	0.00	0.00
	1/3/2021	1/3/2021 REG	33.50	0.00	0.00	0.00
	1/10/2021	1/10/2021 REG	40.00	8.00	0.00	0.00
	1/17/2021	1/17/2021 REG	40.00	8.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00
	2/7/2021	2/7/2021 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	457	96.5	0	0
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553.5

(b) (6), (b) (7)(C)	4/7/2019	4/7/2019 REG	40.00	0.00	0.00	0.00
	4/14/2019	4/14/2019 REG	40.00	0.00	0.00	0.00
	4/21/2019	4/21/2019 REG	32.00	0.00	0.00	0.00
	4/28/2019	4/28/2019 REG	38.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	150	0	0	0
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150

(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	32.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	0.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	0.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
	3/24/2019	3/24/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	432	0	0	0
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432

(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	2.00	0.00	0.00
	9/29/2019	9/29/2019 REG	40.00	2.00	0.00	0.00
	10/6/2019	10/6/2019 REG	39.00	0.00	0.00	0.00
	10/13/2019	10/13/2019 REG	36.00	0.00	0.00	0.00
	10/20/2019	10/20/2019 REG	21.75	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	216.75	4	0	0
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220.75

(b) (6), (b) (7)(C)	7/26/2020	7/19/2020 REG	40.00	0.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	0.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	9.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	1.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	4.00	0.00	0.00
	9/13/2020	9/13/2020 REG	38.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	0.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	34.50	0.00	0.00	0.00
	11/1/2020	11/1/2020 REG	28.50	0.00	0.00	0.00
	11/1/2020	10/25/2020 REG	5.50	2.50	0.00	0.00
	11/8/2020	11/8/2020 REG	6.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	622.50	40.50	0	0
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663

(b) (6), (b) (7)(C)	7/19/2020	7/19/2020 REG	40.00	0.00	0.00	0.00
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(b) (6), (b) (7)(C)	Totals:	40.00	0	0	0
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40

(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	38.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	8.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	30.50	0.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	16.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)			Totals:	332.5	16	0	0	348.5
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00		
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00		
	1/27/2019	1/27/2019 REG	38.00	0.00	0.00	0.00		
	2/3/2019	2/3/2019 REG	32.00	0.00	0.00	0.00		
	2/10/2019	2/10/2019 REG	30.50	0.00	0.00	0.00		
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00		
	2/24/2019	2/24/2019 REG	30.50	0.00	0.00	0.00		
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00		
	3/10/2019	3/10/2019 REG	31.00	0.00	0.00	0.00		
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00		
(b) (6), (b) (7)(C)			Totals:	362	8	0	0	370
(b) (6), (b) (7)(C)	4/7/2019	4/7/2019 REG	16.00	0.00	0.00	0.00		
	(b) (6), (b) (7)(C)			Totals:	16	0	0	0
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00		
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00		
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00		
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00		
	2/10/2019	2/10/2019 REG	40.00	2.00	0.00	0.00		
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00		
	2/24/2019	2/24/2019 REG	32.00	0.00	0.00	0.00		
(b) (6), (b) (7)(C)			Totals:	272	2	0	0	274
(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	32.00	0.00	0.00	0.00		
	(b) (6), (b) (7)(C)			Totals:	32	0	0	0
(b) (6), (b) (7)(C)	6/16/2019	6/16/2019 REG	24.00	0.00	0.00	0.00		
	6/23/2019	6/23/2019 REG	40.00	0.00	0.00	0.00		
	6/30/2019	6/30/2019 REG	37.00	0.00	0.00	0.00		
	7/7/2019	7/7/2019 REG	23.25	0.00	0.00	0.00		
	7/14/2019	7/14/2019 REG	28.00	0.00	0.00	0.00		
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00		
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00		
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00		
	8/11/2019	8/11/2019 REG	16.00	0.00	0.00	0.00		
(b) (6), (b) (7)(C)			Totals:	288.25	0	0	0	288.25
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00		
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00		
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00		
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00		
	2/10/2019	2/10/2019 REG	40.00	2.00	0.00	0.00		
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00		
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00		
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00		
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00		

(b) (6), (b) (7)(C)	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
	3/24/2019	3/24/2019 REG	40.00	0.00	0.00	0.00
	3/31/2019	3/31/2019 REG	18.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	458	18	0	0
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476

(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	32.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	35.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
	8/25/2019	8/25/2019 REG	32.00	0.00	0.00	0.00
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00
	9/8/2019	9/8/2019 REG	32.00	0.00	0.00	0.00
	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	0.00	0.00	0.00
	9/29/2019	9/29/2019 REG	33.00	0.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	1.50	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	1.50	0.00	0.00
	10/20/2019	10/20/2019 REG	40.00	2.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	564	5	0	0
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569

(b) (6), (b) (7)(C)	5/26/2019	5/26/2019 REG	40.00	0.00	0.00	0.00
	6/2/2019	6/2/2019 REG	32.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	40.00	0.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	40.00	0.00	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
	7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00
	7/14/2019	7/14/2019 REG	36.00	0.00	0.00	0.00
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00
	9/8/2019	9/8/2019 REG	34.00	0.00	0.00	0.00
	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	4.00	0.00	0.00
	9/29/2019	9/29/2019 REG	40.00	2.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	8.00	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	4.00	0.00	0.00
	10/20/2019	10/20/2019 REG	14.25	0.00	0.00	0.00
	10/27/2019	10/27/2019 REG	40.00	2.00	0.00	0.00
	11/3/2019	11/3/2019 REG	40.00	8.00	0.00	0.00
	11/10/2019	11/10/2019 REG	40.00	2.00	0.00	0.00
	11/17/2019	11/17/2019 REG	40.00	0.50	0.00	0.00
	11/24/2019	11/24/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	12/1/2019	12/1/2019 REG	24.00	0.00	0.00	0.00	
	12/8/2019	12/8/2019 REG	40.00	0.00	0.00	0.00	
	12/15/2019	12/15/2019 REG	34.50	0.00	0.00	0.00	
	12/22/2019	12/22/2019 REG	40.00	0.00	0.00	0.00	
	1/5/2020	1/5/2020 REG	16.00	0.00	0.00	0.00	
	1/12/2020	1/12/2020 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:		1190.75	30.5	0	0	1221.3	
(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00	
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00	
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00	
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		200.00	40.00	0	0	
(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	16.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		176	0	0	0	
(b) (6), (b) (7)(C)	12/6/2020	12/6/2020 REG	40.00	0.50	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:		80	0.5	0	0	80.5	
(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	40.00	9.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	27.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:		67	9	0	0	76	
(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	16.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	32.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	7.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:		135	0	0	0	135	
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	40.00	8.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		40	8	0	0	
(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	16.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019 REG	39.34	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00	
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00	
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00	
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00	
	9/8/2019	9/8/2019 REG	32.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
	9/22/2019	9/22/2019 REG	26.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			393.34	0	0	0	393.34
(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019 REG	32.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	38.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	7.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		157	0	0	0	157
(b) (6), (b) (7)(C)	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	8.00	0.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	25.50	0.00	0.00	0.00	
	2/14/2021	2/14/2021 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			89.5	8	0	0	97.5
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	2.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			80	2	0	0	82
(b) (6), (b) (7)(C)	4/5/2020	4/5/2020 REG	8.00	0.00	0.00	0.00	
	4/12/2020	4/12/2020 REG	32.75	0.00	0.00	0.00	
	4/19/2020	4/19/2020 REG	40.00	0.75	0.00	0.00	
	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00	
	5/3/2020	5/3/2020 REG	40.00	1.00	0.00	0.00	
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			200.75	1.75	0	0	202.5
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	26.00	0.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	40.00	2.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	29.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			135	2	0	0	137
(b) (6), (b) (7)(C)	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00	
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00	
	11/15/2020	11/15/2020 REG	40.00	4.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	6.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			166.5	43	0	0	209.5
(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00	
	9/29/2019	9/29/2019 REG	40.00	8.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	8.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	10.50	0.00	0.00	0.00	
	10/20/2019	10/13/2019 REG	29.00	0.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	39.50	0.00	0.00	0.00	

(b) (6), (b) (7)(C)		Totals:	239	24	0	0
(b) (6), (b) (7)(C)		4/7/2019	4/7/2019 REG	40.00	0.00	0.00
		4/14/2019	4/14/2019 REG	39.50	0.00	0.00
		4/21/2019	4/21/2019 REG	16.00	0.00	0.00
		4/28/2019	4/28/2019 REG	32.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	127.5	0	0	0
(b) (6), (b) (7)(C)		9/29/2019	9/29/2019 REG	40.00	0.00	0.00
		10/6/2019	10/6/2019 REG	17.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	57	0	0	0
(b) (6), (b) (7)(C)		8/30/2020	8/30/2020 REG	40.00	8.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00
(b) (6), (b) (7)(C)		Totals:	80	16	0	0
(b) (6), (b) (7)(C)		4/26/2020	4/26/2020 REG	32.00	0.00	0.00
		5/3/2020	5/3/2020 REG	40.00	0.00	0.00
		5/10/2020	5/10/2020 REG	16.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	88	0	0	0
(b) (6), (b) (7)(C)		1/24/2021	1/24/2021 REG	32.00	0.00	0.00
		1/31/2021	1/31/2021 REG	40.00	0.00	0.00
		2/7/2021	2/7/2021 REG	32.00	0.00	0.00
		2/14/2021	2/14/2021 REG	40.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	144	0	0	0
(b) (6), (b) (7)(C)		6/28/2020	6/28/2020 REG	40.00	8.00	0.00
		7/5/2020	7/5/2020 REG	30.00	0.00	0.00
		7/12/2020	7/12/2020 REG	40.00	0.00	0.00
		7/19/2020	7/19/2020 REG	40.00	8.00	0.00
		7/26/2020	7/26/2020 REG	40.00	8.00	0.00
		8/2/2020	8/2/2020 REG	40.00	8.00	0.00
		8/9/2020	8/9/2020 REG	40.00	8.00	0.00
		8/16/2020	8/16/2020 REG	40.00	8.00	0.00
		8/23/2020	8/23/2020 REG	40.00	8.00	0.00
		8/30/2020	8/30/2020 REG	40.00	4.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00
		9/13/2020	9/13/2020 Hol	8.00	0.00	0.00
		9/13/2020	9/13/2020 REG	32.00	7.00	0.00
		9/20/2020	9/20/2020 REG	40.00	8.00	0.00
		9/27/2020	9/27/2020 REG	32.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	8.00	0.00
		10/11/2020	10/11/2020 REG	35.50	0.00	0.00
		10/18/2020	10/18/2020 REG	40.00	8.00	0.00
		10/25/2020	10/25/2020 REG	40.00	8.00	0.00
		11/1/2020	11/1/2020 REG	40.00	8.00	0.00
		11/8/2020	11/8/2020 REG	40.00	22.00	0.00
		11/15/2020	11/15/2020 REG	40.00	23.00	0.00

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127.5

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144

(b) (6), (b) (7)(C)	11/22/2020	11/22/2020 REG	40.00	4.00	0.00	0.00	
	11/29/2020	11/29/2020 REG	19.00	0.00	0.00	0.00	
	11/29/2020	11/22/2020 REG	0.00	11.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			916.50	175.00	0	0	1091.5
(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00	
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00	
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00	
	5/17/2020	5/17/2020 REG	40.00	6.00	0.00	0.00	
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00	
	5/31/2020	5/31/2020 REG	34.50	0.00	0.00	0.00	
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00	
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00	
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00	
	6/28/2020	6/28/2020 REG	28.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			382.5	46	0	0	428.5
(b) (6), (b) (7)(C)	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	32.00	0.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			192	24	0	0	216
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	40.00	8.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	40.00	0.00	0.00	0.00	
	2/14/2021	2/14/2021 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			184	8	0	0	192
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	36.50	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	0.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	32.00	0.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	40.00	0.00	0.00	0.00	
	10/27/2019	10/27/2019 REG	35.00	0.00	0.00	0.00	
	11/3/2019	11/3/2019 REG	40.00	0.00	0.00	0.00	
	11/10/2019	11/3/2019 REG	0.00	2.00	0.00	0.00	
	11/10/2019	11/10/2019 REG	40.00	4.00	0.00	0.00	
	11/17/2019	11/17/2019 REG	36.00	0.00	0.00	0.00	
	11/24/2019	11/24/2019 REG	40.00	0.00	0.00	0.00	
	12/1/2019	12/1/2019 REG	24.00	0.00	0.00	0.00	
	12/8/2019	12/8/2019 REG	40.00	0.00	0.00	0.00	
	12/15/2019	12/15/2019 REG	40.00	0.00	0.00	0.00	
	12/22/2019	12/22/2019 REG	40.00	0.00	0.00	0.00	
	1/5/2020	1/5/2020 REG	16.00	0.00	0.00	0.00	
	1/12/2020	1/12/2020 REG	40.00	0.00	0.00	0.00	
	1/19/2020	1/19/2020 REG	32.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	1/26/2020	1/26/2020 REG	40.00	0.00	0.00	0.00
	2/2/2020	2/2/2020 REG	40.00	0.00	0.00	0.00
	2/9/2020	2/9/2020 REG	34.50	0.00	0.00	0.00
	2/16/2020	2/16/2020 REG	40.00	0.00	0.00	0.00
	2/23/2020	2/23/2020 REG	26.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 752 6 0 0

758

(b) (6), (b) (7)(C)	11/22/2020	11/22/2020 REG	40.00	23.00	0.00	0.00
	11/29/2020	11/29/2020 REG	22.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00
	1/10/2021	1/10/2021 REG	16.00	0.00	0.00	0.00
	1/17/2021	1/17/2021 REG	32.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 270 31 0 0

301

(b) (6), (b) (7)(C)	3/29/2020	3/29/2020 REG	24.00	0.00	0.00	0.00
	4/5/2020	4/5/2020 REG	40.00	0.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.00	0.00	0.00	0.00
	4/19/2020	4/19/2020 REG	40.00	0.00	0.00	0.00
	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00
	5/3/2020	5/3/2020 REG	38.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	38.00	0.00	0.00	0.00
	5/17/2020	5/17/2020 REG	40.00	9.00	0.00	0.00
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00
	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020 REG	28.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	3.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	6.50	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	9.50	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	11/1/2020	10/25/2020	REG	0.00	8.00	0.00	0.00	
	11/1/2020	11/1/2020	REG	40.00	8.00	0.00	0.00	
	11/8/2020	11/8/2020	REG	40.00	23.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			1,272.00	187.00	0	0	1459
(b) (6), (b) (7)(C)	4/26/2020	4/26/2020	REG	40.00	0.00	0.00	0.00	
	5/3/2020	5/3/2020	REG	24.00	0.00	0.00	0.00	
	5/10/2020	5/10/2020	REG	40.00	0.00	0.00	0.00	
	5/17/2020	5/17/2020	REG	40.00	0.00	0.00	0.00	
	5/24/2020	5/24/2020	REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			184	0	0	0	184
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021	REG	40.00	0.00	0.00	0.00	
	1/24/2021	1/24/2021	REG	40.00	0.00	0.00	0.00	
	1/31/2021	1/31/2021	REG	29.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			109	0	0	0	109
(b) (6), (b) (7)(C)	4/7/2019	4/7/2019	REG	40.00	0.00	0.00	0.00	
	4/14/2019	4/14/2019	REG	24.00	0.00	0.00	0.00	
	4/21/2019	4/21/2019	REG	36.00	0.00	0.00	0.00	
	4/28/2019	4/28/2019	REG	40.00	8.00	0.00	0.00	
	5/5/2019	5/5/2019	REG	40.00	8.00	0.00	0.00	
	5/12/2019	5/12/2019	REG	40.00	10.00	0.00	0.00	
	5/19/2019	5/19/2019	REG	40.00	18.00	0.00	0.00	
	5/26/2019	5/26/2019	REG	40.00	0.00	0.00	0.00	
	6/2/2019	6/2/2019	REG	38.00	0.00	0.00	0.00	
	6/9/2019	6/9/2019	REG	40.00	0.00	0.00	0.00	
	6/16/2019	6/16/2019	REG	40.00	0.00	0.00	0.00	
	6/23/2019	6/23/2019	REG	40.00	2.00	0.00	0.00	
	6/30/2019	6/30/2019	REG	40.00	0.00	0.00	0.00	
	7/7/2019	7/7/2019	REG	16.00	0.00	0.00	0.00	
	7/14/2019	7/14/2019	REG	36.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019	REG	40.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019	REG	40.00	8.00	0.00	0.00	
	8/4/2019	8/4/2019	REG	40.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019	REG	36.00	0.00	0.00	0.00	
	8/18/2019	8/18/2019	REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			746	54	0	0	800
(b) (6), (b) (7)(C)	11/8/2020	11/8/2020	REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			16	0	0	0	16
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021	REG	40.00	6.00	0.00	0.00	
	1/24/2021	1/24/2021	REG	40.00	0.00	0.00	0.00	
	1/31/2021	1/31/2021	REG	40.00	8.00	0.00	0.00	
	2/7/2021	2/7/2021	REG	40.00	8.00	0.00	0.00	
	2/14/2021	2/14/2021	REG	40.00	8.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:			200	30	0	0	230
(b) (6), (b) (7)(C)								

(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00	
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00	
	3/17/2019	3/17/2019 REG	40.00	8.00	0.00	0.00	
	3/24/2019	3/24/2019 REG	39.50	0.00	0.00	0.00	
	3/31/2019	3/31/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			271.5	24	0	0	295.5
(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	8.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		8	0	0	0	8
(b) (6), (b) (7)(C)	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		40	8	0	0	48
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	24.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		24	0	0	0	24
(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00	
	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00	
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00	
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00	
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00	
	9/6/2020	9/6/2020 REG	32.00	0.00	0.00	0.00	
	9/13/2020	9/13/2020 REG	16.00	0.00	0.00	0.00	
	9/20/2020	9/20/2020 REG	24.00	0.00	0.00	0.00	
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00	
	10/4/2020	10/4/2020 REG	32.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		368.00	32.00	0	0	400
(b) (6), (b) (7)(C)	9/13/2020	9/13/2020 REG	30.00	0.00	0.00	0.00	
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00	
	9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00	
	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00	
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00	
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00	
	10/25/2020	10/25/2020 REG	40.00	0.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	40.00	0.00	0.00	0.00	
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00	
	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	40.00	23.00	0.00	0.00	
	11/29/2020	11/29/2020 REG	22.00	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
	12/27/2020	12/27/2020 REG	24.00	0.00	0.00	0.00	
	1/3/2021	1/3/2021 REG	24.00	0.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	40.00	6.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	892
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			762	130	0	0	
(b) (6), (b) (7)(C)	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	88
	8/30/2020	8/23/2020 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		80	8	0	0	
(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	4.00	0.00	0.00	442
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00	
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00	
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00	
	7/26/2020	7/26/2020 REG	40.00	0.00	0.00	0.00	
	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00	
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00	
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	8/23/2020	8/23/2020 REG	40.00	9.00	0.00	0.00	
	8/30/2020	8/30/2020 REG	40.00	7.00	0.00	0.00	
	9/6/2020	9/6/2020 REG	8.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		398.00	44.00	0	0	
(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	16.00	0.00	0.00	0.00	596.5
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00	
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00	
	5/17/2020	5/17/2020 REG	40.00	10.00	0.00	0.00	
	5/24/2020	5/24/2020 REG	40.00	6.50	0.00	0.00	
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00	
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00	
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00	
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00	
	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00	
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00	
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00	
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00	
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		526	70.5	0	0	
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	16.00	0.00	0.00	0.00	16
	(b) (6), (b) (7)(C) Totals:		16	0	0	0	
(b) (6), (b) (7)(C)	8/16/2020	8/16/2020 REG	28.00	0.00	0.00	0.00	28
	(b) (6), (b) (7)(C) Totals:		28	0	0	0	
(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00	92.5
	11/29/2020	11/29/2020 REG	13.50	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			69.5	23	0	0	
(b) (6), (b) (7)(C)							

(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			152	16	0	0
(b) (6), (b) (7)(C)	4/14/2019	4/14/2019 REG	40.00	0.00	0.00	0.00
	4/21/2019	4/21/2019 REG	30.00	0.00	0.00	0.00
	4/28/2019	4/28/2019 REG	32.00	0.00	0.00	0.00
	5/5/2019	5/5/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			134	0	0	0
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	40.00	2.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			288	2	0	0
(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00
	8/9/2020	8/9/2020 REG	16.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			56	0	0	0
(b) (6), (b) (7)(C)	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00
	12/13/2020	12/13/2020 REG	8.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	1.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	0.00	0.00	0.00
	2/7/2021	2/7/2021 REG	40.00	0.00	0.00	0.00
	2/14/2021	2/14/2021 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			176	1	0	0
(b) (6), (b) (7)(C)	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	16.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	0.00	0.00	0.00
	11/1/2020	11/1/2020 REG	29.00	0.00	0.00	0.00
	11/8/2020	11/8/2020 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			197	8	0	0
(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	6.00	0.00	0.00
	9/29/2019	9/29/2019 REG	40.00	6.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	0.00	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	0.00	0.00	0.00
	10/20/2019	10/20/2019 REG	40.00	0.00	0.00	0.00
	10/27/2019	10/27/2019 REG	24.00	0.00	0.00	0.00

168

134

290

56

177

205

(b) (6), (b) (7)(C)		Totals:	264	12	0	0	276
(b) (6), (b) (7)(C)		4/5/2020	4/5/2020 REG	16.50	0.00	0.00	0.00
(b) (6), (b) (7)(C)		4/12/2020	4/12/2020 REG	32.25	0.00	0.00	0.00
(b) (6), (b) (7)(C)		4/19/2020	4/19/2020 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	56.75	0	0	0	56.75
(b) (6), (b) (7)(C)		9/22/2019	9/22/2019 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		10/6/2019	10/6/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		10/13/2019	10/13/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		10/20/2019	10/20/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		10/27/2019	10/27/2019 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	208	0	0	0	208
(b) (6), (b) (7)(C)		1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		1/31/2021	1/31/2021 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		2/7/2021	2/7/2021 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		2/14/2021	2/14/2021 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	160	0	0	0	160
(b) (6), (b) (7)(C)		11/15/2020	11/15/2020 REG	36.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	36	0	0	0	36
(b) (6), (b) (7)(C)		7/26/2020	7/26/2020 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	8	0	0	0	8
(b) (6), (b) (7)(C)		4/26/2020	4/26/2020 REG	32.75	0.00	0.00	0.00
(b) (6), (b) (7)(C)		5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		5/10/2020	5/10/2020 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		5/17/2020	5/17/2020 REG	30.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	134.75	0	0	0	134.75
(b) (6), (b) (7)(C)		2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	32	0	0	0	32
(b) (6), (b) (7)(C)		5/5/2019	5/5/2019 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)		5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)		5/19/2019	5/19/2019 REG	40.00	10.00	0.00	0.00
(b) (6), (b) (7)(C)		5/26/2019	5/26/2019 REG	40.00	10.00	0.00	0.00
(b) (6), (b) (7)(C)		6/2/2019	6/2/2019 REG	38.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		6/9/2019	6/9/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		6/23/2019	6/23/2019 REG	40.00	4.00	0.00	0.00
(b) (6), (b) (7)(C)		6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00
	9/8/2019	9/8/2019 REG	32.00	0.00	0.00	0.00
	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00
	9/29/2019	9/29/2019 REG	40.00	10.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	10.00	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	8.00	0.00	0.00
	10/20/2019	10/20/2019 REG	40.00	10.00	0.00	0.00
	10/27/2019	10/27/2019 REG	40.00	8.00	0.00	0.00
	11/3/2019	11/3/2019 REG	40.00	10.00	0.00	0.00
	11/10/2019	11/10/2019 REG	40.00	10.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	1094	114	0	0
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1208

(b) (6), (b) (7)(C)	4/7/2019	4/7/2019 REG	38.00	0.00	0.00	0.00
	4/14/2019	4/14/2019 REG	40.00	0.00	0.00	0.00
	4/21/2019	4/21/2019 REG	28.00	0.00	0.00	0.00
	4/28/2019	4/28/2019 REG	40.00	0.00	0.00	0.00
	5/5/2019	5/5/2019 REG	40.00	0.00	0.00	0.00
	5/12/2019	5/12/2019 REG	32.00	0.00	0.00	0.00
	5/19/2019	5/19/2019 REG	32.00	0.00	0.00	0.00
	5/26/2019	5/26/2019 REG	29.50	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	279.5	0	0	0
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279.5

(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	0.00	0.00	0.00
	9/29/2019	9/29/2019 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	88	0	0	0
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88

(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	8.00	0.00	0.00	0.00
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(b) (6), (b) (7)(C)	Totals:	8	0	0	0
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8

(b) (6), (b) (7)(C)	4/7/2019	4/7/2019 REG	40.00	0.00	0.00	0.00
	4/14/2019	4/14/2019 REG	40.00	0.00	0.00	0.00
	4/21/2019	4/21/2019 REG	32.00	0.00	0.00	0.00
	4/28/2019	4/28/2019 REG	38.00	0.00	0.00	0.00
	5/5/2019	5/5/2019 REG	40.00	0.00	0.00	0.00
	5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00
	5/19/2019	5/19/2019 REG	40.00	10.00	0.00	0.00
	5/26/2019	5/26/2019 REG	40.00	8.00	0.00	0.00
	6/2/2019	6/2/2019 REG	38.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	32.00	0.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	36.00	0.00	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
	7/7/2019	7/7/2019 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)		Totals:	504	26	0	0	530
(b) (6), (b) (7)(C)		5/3/2020	5/3/2020 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	24	0	0	0	24
(b) (6), (b) (7)(C)		8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
		8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 REG	31.00	0.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
		9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	32.00	0.00	0.00	0.00
		10/18/2020	10/18/2020 REG	28.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	324	0	0	0	324
(b) (6), (b) (7)(C)		7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
		8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
		8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
		8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
		8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
		8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
		8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
		9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
		9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
		9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
		9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
		9/27/2020	9/27/2020 REG	36.00	0.00	0.00	0.00
		10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
		10/11/2020	10/11/2020 REG	40.00	9.50	0.00	0.00
		10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
		10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
		11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00
		11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	636.00	121.50	0	0	757.5
(b) (6), (b) (7)(C)		1/31/2021	1/31/2021 REG	40.00	1.00	0.00	0.00
		2/7/2021	2/7/2021 REG	40.00	0.00	0.00	0.00
		2/14/2021	2/14/2021 REG	24.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	104	1	0	0	105
(b) (6), (b) (7)(C)		9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
		9/22/2019	9/22/2019 REG	40.00	2.00	0.00	0.00
		9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00
		10/6/2019	10/6/2019 REG	40.00	0.00	0.00	0.00
		10/13/2019	10/13/2019 REG	40.00	0.00	0.00	0.00
		10/20/2019	10/20/2019 REG	32.00	0.00	0.00	0.00
		10/27/2019	10/27/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	11/3/2019	11/3/2019 REG	36.50	0.00	0.00	0.00	481.5
	11/10/2019	11/10/2019 REG	36.50	0.00	0.00	0.00	
	11/17/2019	11/17/2019 REG	34.00	0.00	0.00	0.00	
	11/24/2019	11/24/2019 REG	40.00	0.00	0.00	0.00	
	12/1/2019	12/1/2019 REG	20.50	0.00	0.00	0.00	
	12/8/2019	12/8/2019 REG	40.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		479.5	2	0	0	
(b) (6), (b) (7)(C)	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00	122
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00	
	9/20/2020	9/20/2020 REG	36.00	0.00	0.00	0.00	
	9/27/2020	9/27/2020 REG	30.00	0.00	0.00	0.00	
	10/4/2020	10/4/2020 REG	8.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		114	8	0	0	
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	40.00	6.00	0.00	0.00	238
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	40.00	8.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00	
	2/14/2021	2/14/2021 REG	40.00	8.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:		200	38.00	0	0	
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00	194.5
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00	
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00	
	2/3/2019	2/3/2019 REG	32.00	0.00	0.00	0.00	
	2/10/2019	2/10/2019 REG	40.00	0.00	0.00	0.00	
	2/17/2019	2/17/2019 REG	2.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:		194.5	0	0	0		
(b) (6), (b) (7)(C)	4/7/2019	4/7/2019 REG	32.00	0.00	0.00	0.00	32
	(b) (6), (b) (7)(C) Totals:		32	0	0	0	
(b) (6), (b) (7)(C)	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00	
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00	
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00	
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00	
	9/8/2019	9/8/2019 REG	26.00	0.00	0.00	0.00	
	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00	
	9/29/2019	9/29/2019 REG	36.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	10.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	30.00	0.00	0.00	0.00	
	10/20/2019	10/13/2019 REG	10.00	0.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	40.00	10.00	0.00	0.00	
	10/27/2019	10/27/2019 REG	38.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	11/3/2019	11/3/2019 REG	40.00	10.00	0.00	0.00
	11/10/2019	11/10/2019 REG	40.00	6.00	0.00	0.00
	11/17/2019	11/17/2019 REG	40.00	2.00	0.00	0.00
	11/24/2019	11/24/2019 REG	7.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			707	46	0	0
(b) (6), (b) (7)(C)			753			
(b) (6), (b) (7)(C)	8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	31.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	35.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	4.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	40.00	4.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	24.00	0.00	0.00
	11/22/2020	11/22/2020 REG	40.00	23.00	0.00	0.00
	11/29/2020	11/29/2020 REG	13.50	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			640.5	110	0	0
(b) (6), (b) (7)(C)			750.5			
(b) (6), (b) (7)(C)	11/22/2020	11/22/2020 REG	33.00	0.00	0.00	0.00
	11/29/2020	11/29/2020 REG	19.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00
	1/10/2021	1/10/2021 REG	40.00	8.00	0.00	0.00
	1/17/2021	1/17/2021 REG	40.00	8.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00
	2/7/2021	2/7/2021 REG	12.50	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			304.5	41	0	0
(b) (6), (b) (7)(C)			345.5			
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			8	0	0	0
(b) (6), (b) (7)(C)			8			
(b) (6), (b) (7)(C)	5/5/2019	5/5/2019 REG	32.00	0.00	0.00	0.00
	5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00
	5/19/2019	5/19/2019 REG	40.00	0.00	0.00	0.00
	5/26/2019	5/26/2019 REG	40.00	0.00	0.00	0.00
	6/2/2019	6/2/2019 REG	32.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	40.00	0.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	40.00	0.00	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00
	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			408	8	0	0
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	30.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00
	2/14/2021	2/14/2021 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			190	33	0	0
(b) (6), (b) (7)(C)	4/5/2020	4/5/2020 REG	16.25	0.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.00	0.00	0.00	0.00
	4/19/2020	4/19/2020 REG	36.50	0.00	0.00	0.00
	4/26/2020	4/26/2020 REG	36.00	0.00	0.00	0.00
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	23.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			183.75	0	0	0
(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			150	8	0	0
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	32.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	34.00	0.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	39.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00
	3/17/2019	3/17/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			377	16	0	0
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	32.00	0.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	39.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			391	16	0	0
(b) (6), (b) (7)(C)						

416

223

183.75

158

393

407

(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		32	0	0	0
(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	32.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	39.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	1.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	33.50	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	24.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00
	11/22/2020	11/22/2020 REG	40.00	22.00	0.00	0.00
	11/29/2020	11/29/2020 REG	22.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	8.50	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00
	12/27/2020	12/27/2020 REG	8.00	0.00	0.00	0.00
	1/3/2021	1/3/2021 REG	24.00	0.00	0.00	0.00
	1/10/2021	1/10/2021 REG	32.00	0.00	0.00	0.00
	1/17/2021	1/17/2021 REG	32.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	32.00	0.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		959.50	164.50	0	0
(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		72	0	0	0
(b) (6), (b) (7)(C)	7/21/2019	7/21/2019 REG	25.15	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	32.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	33.25	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	13.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		103.4	0	0	0
(b) (6), (b) (7)(C)	10/4/2020	10/4/2020 REG	32.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	8.00	0.00	0.00

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72

103.4

(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	40.00	22.00	0.00	0.00	
	11/29/2020	11/29/2020 REG	30.00	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	32.00	0.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			414	85	0	0	499
(b) (6), (b) (7)(C)	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	8/30/2020	8/23/2020 REG	24.00	0.00	0.00	0.00	
	(b) (6), (b) (7)(C) Totals:			64	8	0	
(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019 REG	40.00	8.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00	
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00	
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00	
	3/24/2019	3/24/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			232	24	0	0	256
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	32.00	0.00	0.00	0.00	
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00	
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00	
	2/3/2019	2/3/2019 REG	32.00	0.00	0.00	0.00	
	2/10/2019	2/10/2019 REG	32.00	0.00	0.00	0.00	
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	40.00	8.00	0.00	0.00	
	3/10/2019	3/10/2019 REG	40.00	8.00	0.00	0.00	
	3/17/2019	3/17/2019 REG	32.00	0.00	0.00	0.00	
	3/24/2019	3/24/2019 REG	40.00	8.00	0.00	0.00	
	3/31/2019	3/31/2019 REG	26.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			434	24	0	0	458
(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	39.25	0.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	40.00	0.25	0.00	0.00	
	2/14/2021	2/14/2021 REG	32.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			191.25	8.25	0	0	199.5
(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00	
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00	
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00	
	5/17/2020	5/17/2020 REG	40.00	6.00	0.00	0.00	
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00	
	5/31/2020	5/31/2020 REG	34.50	0.00	0.00	0.00	
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00	
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00	
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00	

499

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256

458

199.5

(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	6.00	0.00	0.00	459
	7/5/2020	7/5/2020 REG	12.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			407	52	0	0	
(b) (6), (b) (7)(C)	5/5/2019	5/5/2019 REG	40.00	0.00	0.00	0.00	194.5
	5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00	
	5/19/2019	5/19/2019 REG	32.00	0.00	0.00	0.00	
	5/26/2019	5/26/2019 REG	35.50	0.00	0.00	0.00	
	6/2/2019	6/2/2019 REG	31.00	0.00	0.00	0.00	
	6/16/2019	6/16/2019 REG	8.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			186.5	8	0	0	
(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00	200
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	40.00	0.00	0.00	0.00	
	3/10/2019	3/10/2019 REG	40.00	0.00	0.00	0.00	
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			200	0	0	0	
(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	40.00	22.00	0.00	0.00	95
	11/22/2020	11/22/2020 REG	33.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			73	22	0	0	
(b) (6), (b) (7)(C)	1/6/2019	1/6/2019 REG	16.50	0.00	0.00	0.00	16.5
	(b) (6), (b) (7)(C) Totals:		16.5	0	0	0	
(b) (6), (b) (7)(C)	11/22/2020	11/22/2020 REG	33.00	0.00	0.00	0.00	338
	11/29/2020	11/29/2020 REG	19.00	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	0.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	6.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	40.00	8.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	8.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			299	39	0	0	
(b) (6), (b) (7)(C)	5/5/2019	5/5/2019 REG	32.00	0.00	0.00	0.00	112
	5/12/2019	5/12/2019 REG	40.00	0.00	0.00	0.00	
	5/19/2019	5/19/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			112	0	0	0	
(b) (6), (b) (7)(C)	1/31/2021	1/31/2021 REG	40.00	1.00	0.00	0.00	121
	2/7/2021	2/7/2021 REG	40.00	0.00	0.00	0.00	
	2/14/2021	2/14/2021 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			120	1	0	0	
(b) (6), (b) (7)(C)	1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	40.00	1.00	0.00	0.00	

(b) (6), (b) (7)(C)	2/7/2021	2/7/2021 REG	8.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		88	1	0	0
(b) (6), (b) (7)(C)	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	38.00	0.00	0.00	0.00
	5/17/2020	5/17/2020 REG	40.00	0.00	0.00	0.00
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00
	6/14/2020	6/14/2020 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		278	20	0	0
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	3.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		3	0	0	0
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	32.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	24.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	40.00	0.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	0.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	0.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
	3/24/2019	3/24/2019 REG	40.00	0.00	0.00	0.00
	3/31/2019	3/31/2019 REG	18.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		434	0	0	0
(b) (6), (b) (7)(C)	5/5/2019	5/5/2019 REG	40.00	8.00	0.00	0.00
	5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00
	5/19/2019	5/19/2019 REG	40.00	18.00	0.00	0.00
	5/26/2019	5/26/2019 REG	40.00	8.00	0.00	0.00
	6/2/2019	6/2/2019 REG	39.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	40.00	4.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	40.00	6.75	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
	7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00
	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	32.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)	Totals:		615	52.75	0	0
(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	28.50	0.00	0.00	0.00
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00

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434

667.75

(b) (6), (b) (7)(C)	7/12/2020	7/12/2020 REG	40.00	4.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	0.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	0.00	0.00	0.00
	8/23/2020	8/23/2020 REG	36.50	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	3.50	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	20.50	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020 REG	29.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	25.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	617.50	61.50	0	0
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679

(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	16.00	0.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	32.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	88	8	0	0
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96

(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	9.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	9.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	6.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	6.00	0.00	0.00
	9/27/2020	9/27/2020 REG	40.00	6.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	0.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	36.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	40.00	0.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	15.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	596.00	97.00	0	0
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693

(b) (6), (b) (7)(C)	1/17/2021	1/17/2021 REG	40.00	8.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	8.00	0.00	0.00
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	Totals:	160	32	0	0
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192

(b) (6), (b) (7)(C)	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	8.00	0.00	0.00

(b) (6), (b) (7)(C)	8/9/2020	8/9/2020 REG	40.00	0.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	0.00	0.00	0.00
	9/6/2020	9/6/2020 REG	16.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	16.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	3.50	0.00	0.00
	10/18/2020	10/18/2020 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	400.00	27.50	0	0
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427.5

(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	24.00	0.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	22.00	0.00	0.00
	11/22/2020	11/22/2020 REG	33.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	177	38	0	0
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215

(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	16.00	0.00	0.00	0.00
	5/3/2020	4/26/2020 REG	24.00	0.00	0.00	0.00
	5/10/2020	5/3/2020 REG	40.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00
	5/17/2020	5/17/2020 REG	40.00	0.00	0.00	0.00
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020 REG	40.00	0.00	0.00	0.00
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00
	6/28/2020	6/28/2020 REG	40.00	10.00	0.00	0.00
	7/5/2020	7/5/2020 REG	20.00	0.00	0.00	0.00
	7/12/2020	7/5/2020 REG	20.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	8.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	0.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	3.50	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	9.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	3.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	5.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	0.00	0.00	0.00
	11/15/2020	11/15/2020 REG	40.00	12.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	840.00	96.50	0	0
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936.5

(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:	24	0	0	0
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24

(b) (6), (b) (7)(C)	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	32.00	0.00	0.00	0.00
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00
	9/1/2019	9/1/2019 REG	16.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 248 0 0 0

248

(b) (6), (b) (7)(C)	10/11/2020	10/11/2020 REG	16.00	0.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	8.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 104 16 0 0

120

(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	8.00	0.00	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	40.00	0.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	23.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 560.00 96.00 0 0

656

(b) (6), (b) (7)(C)	4/26/2020	4/26/2020 REG	8.00	0.00	0.00	0.00
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00
	5/10/2020	5/10/2020 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals: 88 0 0 0

88

(b) (6), (b) (7)(C)	1/6/2019	1/6/2019 REG	24.50	0.00	0.00	0.00
	1/13/2019	1/13/2019 REG	40.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	40.00	0.00	0.00	0.00
	1/27/2019	1/27/2019 REG	40.00	0.00	0.00	0.00
	2/3/2019	2/3/2019 REG	40.00	0.00	0.00	0.00
	2/10/2019	2/10/2019 REG	40.00	0.00	0.00	0.00
	2/17/2019	2/17/2019 REG	40.00	0.00	0.00	0.00
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00
	3/3/2019	3/3/2019 REG	40.00	0.00	0.00	0.00
	3/10/2019	3/10/2019 REG	40.00	0.00	0.00	0.00
	3/17/2019	3/17/2019 REG	40.00	0.00	0.00	0.00
	3/24/2019	3/24/2019 REG	40.00	4.00	0.00	0.00

(b) (6), (b) (7)(C)	3/31/2019	3/31/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		504.5	4	0	0	508.5
(b) (6), (b) (7)(C)	11/8/2020	11/8/2020 REG	40.00	8.00	0.00	0.00	
	11/22/2020	11/15/2020 REG	40.00	12.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	40.00	7.75	0.00	0.00	
	11/29/2020	11/29/2020 REG	30.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		150	27.75	0	0	177.75
(b) (6), (b) (7)(C)	3/22/2020	3/22/2020 REG	40.00	0.00	0.00	0.00	
	4/5/2020	4/5/2020 REG	40.00	0.00	0.00	0.00	
	4/5/2020	3/29/2020 REG	40.00	0.00	0.00	0.00	
	4/12/2020	4/12/2020 REG	32.00	0.00	0.00	0.00	
	4/19/2020	4/19/2020 REG	40.00	0.00	0.00	0.00	
	4/26/2020	4/26/2020 REG	40.00	0.00	0.00	0.00	
	5/3/2020	5/3/2020 REG	40.00	0.00	0.00	0.00	
	5/10/2020	5/10/2020 REG	39.00	0.00	0.00	0.00	
	5/17/2020	5/17/2020 REG	40.00	9.00	0.00	0.00	
	5/24/2020	5/24/2020 REG	40.00	10.00	0.00	0.00	
	5/31/2020	5/31/2020 REG	40.00	0.00	0.00	0.00	
	6/7/2020	6/7/2020 REG	40.00	10.00	0.00	0.00	
	6/14/2020	6/14/2020 REG	40.00	10.00	0.00	0.00	
	6/21/2020	6/21/2020 REG	40.00	10.00	0.00	0.00	
	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00	
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00	
	7/12/2020	7/12/2020 REG	40.00	8.00	0.00	0.00	
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00	
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00	
	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00	
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00	
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00	
	8/23/2020	8/23/2020 REG	40.00	8.00	0.00	0.00	
	8/30/2020	8/30/2020 REG	32.00	0.00	0.00	0.00	
	9/6/2020	9/6/2020 REG	16.00	0.00	0.00	0.00	
	9/13/2020	9/6/2020 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		965.00	105.00	0	0	1070
(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	32.00	0.00	0.00	0.00	
	7/21/2019	7/21/2019 REG	32.00	0.00	0.00	0.00	
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00	
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00	
	8/11/2019	8/11/2019 REG	16.00	0.00	0.00	0.00	
	3/29/2020	3/29/2020 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		200.00	0	0	0	200
(b) (6), (b) (7)(C)	2/17/2019	2/17/2019 REG	32.00	0.00	0.00	0.00	
	2/24/2019	2/24/2019 REG	40.00	0.00	0.00	0.00	
	3/3/2019	3/3/2019 REG	3.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		75	0	0	0	75

(b) (6), (b) (7)(C)	3/22/2020	3/22/2020 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		40	0	0	0	40
(b) (6), (b) (7)(C)	11/15/2020	11/15/2020 REG	22.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		22	0	0	0	22
(b) (6), (b) (7)(C)	1/6/2019	12/23/2018 REG	2.00	8.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		2	8	0	0	10
(b) (6), (b) (7)(C)	8/2/2020	7/26/2020 REG	14.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		14	0	0	0	14
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	24.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		24	0	0	0	24
(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00	
	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	2.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	40.00	4.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	40.00	1.00	0.00	0.00	
	10/27/2019	10/27/2019 REG	32.00	0.00	0.00	0.00	
	11/3/2019	11/3/2019 REG	32.00	0.00	0.00	0.00	
	11/10/2019	11/10/2019 REG	39.00	0.00	0.00	0.00	
	11/17/2019	11/17/2019 REG	40.00	0.00	0.00	0.00	
	11/24/2019	11/24/2019 REG	39.00	0.00	0.00	0.00	
	12/1/2019	12/1/2019 REG	24.00	0.00	0.00	0.00	
	12/8/2019	12/8/2019 REG	34.00	0.00	0.00	0.00	
	12/15/2019	12/15/2019 REG	36.00	0.00	0.00	0.00	
	12/22/2019	12/22/2019 REG	38.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		554	15	0	0	569
(b) (6), (b) (7)(C)	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C)	Totals:		40	0	0	0	40
(b) (6), (b) (7)(C)	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00	
	9/29/2019	9/29/2019 REG	40.00	8.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	10.00	0.00	0.00	
	10/13/2019	10/13/2019 REG	40.00	8.00	0.00	0.00	
	10/20/2019	10/20/2019 REG	40.00	10.00	0.00	0.00	
	10/27/2019	10/27/2019 REG	40.00	6.00	0.00	0.00	
	11/3/2019	11/3/2019 REG	40.00	8.00	0.00	0.00	
	11/10/2019	11/10/2019 REG	40.00	10.00	0.00	0.00	
	11/17/2019	11/17/2019 REG	40.00	10.00	0.00	0.00	
	11/24/2019	11/24/2019 REG	40.00	0.00	0.00	0.00	
	12/1/2019	12/1/2019 REG	15.50	0.00	0.00	0.00	
	12/8/2019	12/8/2019 REG	40.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)	12/15/2019	12/15/2019	REG	40.00	0.00	0.00	0.00
	12/22/2019	12/22/2019	REG	40.00	0.00	0.00	0.00
	1/5/2020	1/5/2020	REG	16.00	0.00	0.00	0.00
	1/12/2020	1/12/2020	REG	40.00	0.00	0.00	0.00
	1/19/2020	1/19/2020	REG	40.00	0.00	0.00	0.00
	1/26/2020	1/26/2020	REG	40.00	0.00	0.00	0.00
	2/2/2020	2/2/2020	REG	40.00	0.00	0.00	0.00
	2/9/2020	2/9/2020	REG	40.00	0.00	0.00	0.00
	2/16/2020	2/16/2020	REG	40.00	0.00	0.00	0.00
	2/23/2020	2/23/2020	REG	40.00	8.00	0.00	0.00
	3/1/2020	3/1/2020	REG	40.00	8.00	0.00	0.00
	3/8/2020	3/8/2020	REG	40.00	2.00	0.00	0.00
	3/15/2020	3/15/2020	REG	40.00	8.25	0.00	0.00
	3/22/2020	3/22/2020	REG	40.00	8.00	0.00	0.00
	3/29/2020	3/29/2020	REG	40.00	0.00	0.00	0.00
	4/5/2020	4/5/2020	REG	40.00	0.00	0.00	0.00
	4/12/2020	4/12/2020	REG	32.00	0.00	0.00	0.00
	4/19/2020	4/19/2020	REG	40.00	0.00	0.00	0.00
	4/26/2020	4/26/2020	REG	40.00	0.00	0.00	0.00
	5/3/2020	5/3/2020	REG	40.00	0.00	0.00	0.00
	5/10/2020	5/10/2020	REG	40.00	0.00	0.00	0.00
	5/17/2020	5/17/2020	REG	40.00	10.00	0.00	0.00
	5/24/2020	5/24/2020	REG	40.00	10.00	0.00	0.00
	5/31/2020	5/31/2020	REG	40.00	0.00	0.00	0.00
	6/7/2020	6/7/2020	REG	40.00	10.00	0.00	0.00
	6/14/2020	6/14/2020	REG	40.00	10.00	0.00	0.00
	6/21/2020	6/21/2020	REG	40.00	10.00	0.00	0.00
	6/28/2020	6/28/2020	REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020	REG	30.00	0.00	0.00	0.00
	7/12/2020	7/12/2020	REG	40.00	4.00	0.00	0.00
	7/19/2020	7/19/2020	REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020	REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020	REG	40.00	8.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:				1773.5	198.25	0	0
(b) (6), (b) (7)(C)				1971.8			
(b) (6), (b) (7)(C)	1/31/2021	1/31/2021	REG	24.00	0.00	0.00	0.00
	2/7/2021	2/7/2021	REG	40.00	0.00	0.00	0.00
	2/14/2021	2/14/2021	REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:				104	0	0	0
(b) (6), (b) (7)(C)				104			
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019	REG	40.00	4.00	0.00	0.00
	10/6/2019	10/6/2019	REG	40.00	0.00	0.00	0.00
	10/13/2019	10/13/2019	REG	40.00	6.00	0.00	0.00
	10/20/2019	10/20/2019	REG	40.00	10.00	0.00	0.00
	10/27/2019	10/27/2019	REG	40.00	8.00	0.00	0.00
	11/3/2019	11/3/2019	REG	40.00	8.00	0.00	0.00
	11/10/2019	11/10/2019	REG	40.00	9.00	0.00	0.00
	11/17/2019	11/17/2019	REG	40.00	10.00	0.00	0.00
	11/24/2019	11/24/2019	REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	12/1/2019	12/1/2019 REG	24.00	0.00	0.00	0.00
	12/8/2019	12/8/2019 REG	24.00	0.00	0.00	0.00
	12/15/2019	12/15/2019 REG	40.00	0.00	0.00	0.00
	12/22/2019	12/22/2019 REG	39.00	0.00	0.00	0.00
	1/5/2020	1/5/2020 REG	16.00	0.00	0.00	0.00
	1/12/2020	1/12/2020 REG	39.00	0.00	0.00	0.00
	1/19/2020	1/19/2020 REG	40.00	0.00	0.00	0.00
	1/26/2020	1/26/2020 REG	40.00	0.00	0.00	0.00
	2/2/2020	2/2/2020 REG	40.00	0.00	0.00	0.00
	2/9/2020	2/9/2020 REG	40.00	0.00	0.00	0.00
	2/16/2020	2/16/2020 REG	40.00	0.00	0.00	0.00
	2/23/2020	2/23/2020 REG	40.00	8.00	0.00	0.00
	3/1/2020	3/1/2020 REG	40.00	8.00	0.00	0.00
	3/8/2020	3/8/2020 REG	40.00	8.00	0.00	0.00
	3/15/2020	3/15/2020 REG	40.00	8.25	0.00	0.00
	3/22/2020	3/22/2020 REG	40.00	8.00	0.00	0.00
	3/29/2020	3/29/2020 REG	40.00	0.00	0.00	0.00
	4/5/2020	4/5/2020 REG	40.00	0.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		1054	95.25	0	0
	1149.3					
(b) (6), (b) (7)(C)	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	0.00	0.00	0.00
	9/27/2020	9/27/2020 REG	32.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	0.00	0.00	0.00
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00
	11/1/2020	11/1/2020 REG	15.00	0.00	0.00	0.00
	11/8/2020	11/8/2020 REG	40.00	0.00	0.00	0.00
	11/15/2020	11/15/2020 REG	22.00	0.00	0.00	0.00
	11/22/2020	11/22/2020 REG	40.00	21.00	0.00	0.00
	11/29/2020	11/29/2020 REG	27.00	0.00	0.00	0.00
	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00
	12/13/2020	12/13/2020 REG	40.00	0.00	0.00	0.00
	12/20/2020	12/13/2020 REG	0.00	8.00	0.00	0.00
	12/27/2020	12/27/2020 REG	25.00	0.00	0.00	0.00
	1/3/2021	1/3/2021 REG	25.50	0.00	0.00	0.00
	1/10/2021	1/10/2021 REG	24.00	0.00	0.00	0.00
	1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	9.50	0.00	0.00
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00
	2/14/2021	2/14/2021 REG	8.00	0.00	0.00	0.00
	(b) (6), (b) (7)(C) Totals:		778.5	102.5	0	0
	881					
(b) (6), (b) (7)(C)	2/14/2021	2/14/2021 REG	40.00	0.00	0.00	0.00

(b) (6), (b) (7)(C) Totals:		40	0	0	0	40
(b) (6), (b) (7)(C)	1/13/2019	1/13/2019 REG	32.00	0.00	0.00	0.00
	1/20/2019	1/20/2019 REG	20.00	0.00	0.00	0.00
	Thornburg, Jamee Totals:		52	0	0	0
(b) (6), (b) (7)(C) Totals:		30	0	0	0	30
(b) (6), (b) (7)(C)	5/5/2019	5/5/2019 REG	32.00	0.00	0.00	0.00
	5/12/2019	5/12/2019 REG	40.00	0.00	0.00	0.00
	5/19/2019	5/19/2019 REG	40.00	0.00	0.00	0.00
Trigg, David Totals:		112	0	0	0	112
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	2.00	0.00	0.00
	10/13/2019	10/13/2019 REG	32.00	0.00	0.00	0.00
	10/20/2019	10/20/2019 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		144	2	0	0	146
(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	8.00	0.00	0.00
	7/5/2020	7/5/2020 REG	35.00	0.00	0.00	0.00
	7/12/2020	7/12/2020 REG	40.00	0.00	0.00	0.00
	7/19/2020	7/19/2020 REG	40.00	8.00	0.00	0.00
	7/26/2020	7/26/2020 REG	40.00	8.00	0.00	0.00
	8/2/2020	8/2/2020 REG	40.00	2.50	0.00	0.00
	8/9/2020	8/9/2020 REG	40.00	8.00	0.00	0.00
	8/16/2020	8/16/2020 REG	40.00	8.00	0.00	0.00
	8/23/2020	8/23/2020 REG	40.00	0.00	0.00	0.00
	8/30/2020	8/30/2020 REG	40.00	9.00	0.00	0.00
	8/30/2020	8/23/2020 REG	0.00	1.00	0.00	0.00
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00
	9/13/2020	9/13/2020 REG	32.00	6.50	0.00	0.00
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00
	9/20/2020	9/20/2020 REG	40.00	8.00	0.00	0.00
	9/27/2020	9/27/2020 REG	24.00	0.00	0.00	0.00
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00
	10/11/2020	10/11/2020 REG	40.00	8.00	0.00	0.00
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00
	10/25/2020	10/25/2020 REG	32.00	0.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:		691.00	99.00	0	0	790
(b) (6), (b) (7)(C)	5/26/2019	5/26/2019 REG	40.00	0.00	0.00	0.00
	6/2/2019	6/2/2019 REG	32.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	40.00	0.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	40.00	0.00	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
	7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00

(b) (6), (b) (7)(C)	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	7/28/2019	7/28/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
	8/25/2019	8/25/2019 REG	40.00	0.00	0.00	0.00
	9/1/2019	9/1/2019 REG	40.00	0.00	0.00	0.00
	9/8/2019	9/8/2019 REG	34.00	0.00	0.00	0.00
	9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00
	9/22/2019	9/22/2019 REG	40.00	8.00	0.00	0.00
	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	10.00	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	4.00	0.00	0.00
	10/20/2019	10/20/2019 REG	40.00	8.00	0.00	0.00
	10/27/2019	10/27/2019 REG	40.00	10.00	0.00	0.00
	11/3/2019	11/3/2019 REG	40.00	8.00	0.00	0.00
	11/10/2019	11/10/2019 REG	40.00	10.00	0.00	0.00
	11/17/2019	11/17/2019 REG	40.00	4.00	0.00	0.00
	11/24/2019	11/24/2019 REG	32.00	0.00	0.00	0.00
	12/1/2019	12/1/2019 REG	19.00	0.00	0.00	0.00
	12/8/2019	12/8/2019 REG	40.00	0.00	0.00	0.00
	12/15/2019	12/15/2019 REG	40.00	0.00	0.00	0.00
	12/22/2019	12/22/2019 REG	40.00	0.00	0.00	0.00
	1/5/2020	1/5/2020 REG	16.00	0.00	0.00	0.00
	1/12/2020	1/12/2020 REG	40.00	0.00	0.00	0.00
	1/19/2020	1/19/2020 REG	40.00	0.00	0.00	0.00
	1/26/2020	1/26/2020 REG	40.00	0.00	0.00	0.00
	2/2/2020	2/2/2020 REG	40.00	0.00	0.00	0.00
	2/9/2020	2/9/2020 REG	40.00	0.00	0.00	0.00
	2/16/2020	2/16/2020 REG	40.00	0.00	0.00	0.00
	2/23/2020	2/23/2020 REG	40.00	2.00	0.00	0.00
	3/1/2020	3/1/2020 REG	40.00	4.00	0.00	0.00
	3/8/2020	3/8/2020 REG	40.00	0.00	0.00	0.00
	3/15/2020	3/15/2020 REG	40.00	0.00	0.00	0.00
	3/22/2020	3/22/2020 REG	40.00	0.00	0.00	0.00
	3/29/2020	3/29/2020 REG	40.00	0.75	0.00	0.00
	4/5/2020	4/5/2020 REG	40.00	1.00	0.00	0.00
	4/12/2020	4/12/2020 REG	32.75	0.00	0.00	0.00
	4/19/2020	4/19/2020 REG	40.00	1.00	0.00	0.00
	4/26/2020	4/26/2020 REG	40.00	1.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			1829.75	71.75	0	0
1901.5						
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	38.00	0.00	0.00	0.00
	10/6/2019	10/6/2019 REG	40.00	10.00	0.00	0.00
	10/13/2019	10/13/2019 REG	40.00	9.00	0.00	0.00
	10/20/2019	10/20/2019 REG	40.00	10.00	0.00	0.00
(b) (6), (b) (7)(C) Totals:			158	29	0	0
187						
(b) (6), (b) (7)(C)						

(b) (6), (b) (7)(C)	6/28/2020	6/28/2020 REG	40.00	0.00	0.00	0.00	70
	7/5/2020	7/5/2020 REG	30.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			70	0	0	0	70
(b) (6), (b) (7)(C)	10/25/2020	10/25/2020 REG	40.00	0.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00	678.5
	11/8/2020	11/8/2020 REG	40.00	8.00	0.00	0.00	
	11/15/2020	11/15/2020 REG	40.00	23.00	0.00	0.00	
	11/22/2020	11/22/2020 REG	40.00	23.00	0.00	0.00	
	11/29/2020	11/29/2020 REG	28.50	0.00	0.00	0.00	
	12/6/2020	12/6/2020 REG	40.00	8.00	0.00	0.00	
	12/13/2020	12/13/2020 REG	40.00	8.00	0.00	0.00	
	12/27/2020	12/27/2020 REG	25.50	0.00	0.00	0.00	
	1/3/2021	1/3/2021 REG	33.50	0.00	0.00	0.00	
	1/10/2021	1/10/2021 REG	40.00	8.00	0.00	0.00	
	1/17/2021	1/17/2021 REG	40.00	0.00	0.00	0.00	
	1/24/2021	1/24/2021 REG	40.00	8.00	0.00	0.00	
	1/31/2021	1/31/2021 REG	40.00	9.00	0.00	0.00	
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			567.5	111	0	0	
(b) (6), (b) (7)(C)	8/2/2020	8/2/2020 REG	40.00	0.00	0.00	0.00	56
	8/9/2020	8/9/2020 REG	16.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			56	0	0	0	56
(b) (6), (b) (7)(C)	8/30/2020	8/30/2020 REG	40.00	8.00	0.00	0.00	
	9/6/2020	9/6/2020 REG	40.00	8.00	0.00	0.00	503.5
	9/13/2020	9/13/2020 REG	32.00	8.00	0.00	0.00	
	9/13/2020	9/13/2020 Hol	8.00	0.00	0.00	0.00	
	9/20/2020	9/20/2020 REG	40.00	1.50	0.00	0.00	
	9/27/2020	9/27/2020 REG	40.00	0.00	0.00	0.00	
	10/4/2020	10/4/2020 REG	40.00	8.00	0.00	0.00	
	10/11/2020	10/11/2020 REG	40.00	0.00	0.00	0.00	
	10/18/2020	10/18/2020 REG	40.00	8.00	0.00	0.00	
	10/25/2020	10/25/2020 REG	40.00	8.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	40.00	8.00	0.00	0.00	
	11/8/2020	11/8/2020 REG	40.00	6.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			440	63.5	0	0	
(b) (6), (b) (7)(C)	10/18/2020	10/18/2020 REG	16.00	0.00	0.00	0.00	69.5
	10/25/2020	10/25/2020 REG	40.00	0.00	0.00	0.00	
	11/1/2020	11/1/2020 REG	9.00	0.00	0.00	0.00	
	11/15/2020	11/15/2020 REG	4.50	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			69.5	0	0	0	69.5
(b) (6), (b) (7)(C)	9/29/2019	9/29/2019 REG	40.00	0.00	0.00	0.00	
	10/6/2019	10/6/2019 REG	40.00	0.00	0.00	0.00	120
	10/13/2019	10/13/2019 REG	40.00	0.00	0.00	0.00	
(b) (6), (b) (7)(C) Totals:			120	0	0	0	

(b) (6), (b) (7)(C)		9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
		9/22/2019	9/22/2019 REG	40.00	3.50	0.00	0.00	
		9/29/2019	9/29/2019 REG	40.00	1.50	0.00	0.00	
		10/6/2019	10/6/2019 REG	40.00	3.00	0.00	0.00	
		10/13/2019	10/13/2019 REG	40.00	2.00	0.00	0.00	
		10/20/2019	10/20/2019 REG	40.00	4.00	0.00	0.00	
		10/27/2019	10/27/2019 REG	40.00	0.00	0.00	0.00	
		11/3/2019	11/3/2019 REG	39.00	0.00	0.00	0.00	
		11/10/2019	11/10/2019 REG	12.00	0.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		331	14	0	0	345
(b) (6), (b) (7)(C)		9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
		9/22/2019	9/22/2019 REG	40.00	2.00	0.00	0.00	
		9/29/2019	9/29/2019 REG	34.00	0.00	0.00	0.00	
		10/6/2019	10/6/2019 REG	26.50	0.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		140.5	2	0	0	142.5
(b) (6), (b) (7)(C)		11/22/2020	11/22/2020 REG	33.00	0.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		33	0	0	0	33
(b) (6), (b) (7)(C)		9/15/2019	9/15/2019 REG	40.00	0.00	0.00	0.00	
		9/22/2019	9/22/2019 REG	16.00	0.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		56	0	0	0	56
(b) (6), (b) (7)(C)		5/5/2019	5/5/2019 REG	40.00	5.00	0.00	0.00	
		5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00	
		5/19/2019	5/19/2019 REG	36.00	0.00	0.00	0.00	
		5/26/2019	5/26/2019 REG	40.00	5.00	0.00	0.00	
		6/2/2019	6/2/2019 REG	38.00	0.00	0.00	0.00	
		6/9/2019	6/9/2019 REG	33.00	0.00	0.00	0.00	
		6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00	
		6/23/2019	6/23/2019 REG	40.00	2.00	0.00	0.00	
		6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00	
		7/7/2019	7/7/2019 REG	32.00	0.00	0.00	0.00	
		7/14/2019	7/14/2019 REG	40.00	8.00	0.00	0.00	
		7/21/2019	7/21/2019 REG	40.00	6.00	0.00	0.00	
		7/28/2019	7/28/2019 REG	40.00	8.00	0.00	0.00	
		8/4/2019	8/4/2019 REG	40.00	8.00	0.00	0.00	
		8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00	
		8/18/2019	8/18/2019 REG	40.00	2.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		619	52	0	0	671
(b) (6), (b) (7)(C)		1/24/2021	1/17/2021 REG	38.00	0.00	0.00	0.00	
		1/24/2021	1/24/2021 REG	40.00	0.00	0.00	0.00	
		1/31/2021	1/31/2021 REG	40.00	0.00	0.00	0.00	
		(b) (6), (b) (7)(C) Totals:		118	0	0	0	118
(b) (6), (b) (7)(C)		2/14/2021	2/14/2021 REG	24.00	0.00	0.00	0.00	

(b) (6), (b) (7)(C)		Totals:	24	0	0	0
(b) (6), (b) (7)(C)						
	5/5/2019	5/5/2019 REG	32.00	0.00	0.00	0.00
	5/12/2019	5/12/2019 REG	40.00	8.00	0.00	0.00
	5/19/2019	5/19/2019 REG	40.00	18.00	0.00	0.00
	5/26/2019	5/26/2019 REG	40.00	10.00	0.00	0.00
	6/2/2019	6/2/2019 REG	38.00	0.00	0.00	0.00
	6/9/2019	6/9/2019 REG	40.00	0.00	0.00	0.00
	6/16/2019	6/16/2019 REG	40.00	0.00	0.00	0.00
	6/23/2019	6/23/2019 REG	40.00	6.50	0.00	0.00
	6/30/2019	6/30/2019 REG	40.00	0.00	0.00	0.00
	7/7/2019	7/7/2019 REG	24.00	0.00	0.00	0.00
	7/14/2019	7/14/2019 REG	40.00	0.00	0.00	0.00
	7/21/2019	7/21/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	7/28/2019 REG	40.00	0.00	0.00	0.00
	8/4/2019	8/4/2019 REG	40.00	0.00	0.00	0.00
	8/11/2019	8/11/2019 REG	40.00	0.00	0.00	0.00
	8/18/2019	8/18/2019 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	614	42.5	0	0
(b) (6), (b) (7)(C)						
	1/17/2021	1/17/2021 REG	40.00	6.00	0.00	0.00
	1/24/2021	1/24/2021 REG	32.00	0.00	0.00	0.00
	1/31/2021	1/31/2021 REG	40.00	8.00	0.00	0.00
	2/7/2021	2/7/2021 REG	40.00	8.00	0.00	0.00
	2/14/2021	2/14/2021 REG	40.00	0.00	0.00	0.00
(b) (6), (b) (7)(C)		Totals:	192	22	0	0

24

656.5

214

From: [McCreary, John](#)
To: [Spungen, Clifford E.](#)
Subject: RE: Technocap *267738
Date: Monday, March 8, 2021 1:14:49 PM

Cliff – responses to your inquiries:

1. The records were provided by the temp agency. They are/were the basis for paying the temp employees and for billing Tecnocap. Tecnocap does not keep its own record of hours.
2. The documentation that they were employed by the agency would be in the possession of the agency. Tecnocap would only have the invoices from the agency showing that it was billed for their assignment.
3. The temp employees are paid by the temp agency. Tecnocap is billed per hour for each employee, with a mark-up for the agency.
4. Tecnocap informs the agency of the need for a certain number of temp employees. The temp agency makes referrals from its roster of available employees. When Tecnocap no longer needs an employee for whatever reason, it informs the agency. This is typically done by telephone or email.

John A. McCreary, Jr.
jmccreary@babstcalland.com
O: 412.394.6695
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F: 412.586.1068

From: Spungen, Clifford E. <Clifford.Spungen@nlrb.gov>
Sent: Friday, March 5, 2021 9:28 AM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: Technocap *267738

ATTENTION: Email sent from outside Babst Calland.

John,

My supervisor has raised several questions regarding the evidence in this case. Please provide responses, including documentation where available.

1. Were the temporary employee records that you submitted created by Tecnocap or the subcontractor?
2. We need some documentation that will confirm that the individuals listed were employed by the subcontractor and not by Tecnocap.
3. Please confirm how temporary employees are paid. Are they paid directly by the subcontractor? How does the subcontractor bill you?
4. How do temps come to work at Tecnocap? How does their term of service end? How does Tecnocap communicate with the subcontractor regarding ending the term of service of a

temp?

Call me if you need any clarification of these requests.

Thanks,
Cliff

Clifford E. Spungen
Attorney
National Labor Relations Board Region Six
Wm. S. Moorhead Federal Bldg.
1000 Liberty Avenue, Room 904
Pittsburgh, PA 15222-4111
412-690-7120 (office)
202-701-6692 (cell)

From: [Stern, Julie R.](#)
To: [McCreary, John](#)
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420
Date: Thursday, June 10, 2021 9:51:00 AM
Attachments: [image001.png](#)

John -

1. Yes - I'm told that the Union agrees that the information for these cases has been provided.
2. Yes - you are correct.

Julie

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202/701-6375 (cell)
412/395-5986 (fax)
julie.stern@nrlrb.gov*

From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Thursday, June 10, 2021 9:31 AM
To: Stern, Julie R. <Julie.Stern@nrlrb.gov>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

Julie – 2 questions:

1. The Notice recites that all information requested by the union has been provided. I believe that to be true, but does the union also agree?
2. I interpret the 14-day cure period set forth in the “performance” section to mean that in the event of a future complaint by the union of untimely response to an information request, Tecnocap will be notified and given 14 days to cure the deficiency before any enforcement litigation would commence. Is that correct?

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	Two Gateway Center Pittsburgh, PA 15222 O 412.394.5400 D 412.394.6695 C 412.860.6828 F 412.586.1068 www.babstcalland.com

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From: Stern, Julie R. <Julie.Stern@nlrb.gov>
Sent: Wednesday, June 9, 2021 8:50 AM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

Attached for your review is a draft Settlement Agreement and Notice to Employees regarding the above-captioned cases. If this draft is acceptable, please initial each page of the settlement agreement, sign and date the agreement in the appropriate place, initial each page of the draft notice, and return both promptly by e-filing with the Region.

Please DO NOT POST the proposed Notice attached to the attached draft Settlement Agreement at this time. Upon approval of the Settlement Agreement by the Regional Director, a conformed copy of the agreement and a supply of notices will be sent to you with instructions relative to posting requirements.

Feel free to contact me if you have any questions, or if you would like to discuss changes to this draft. Please let me know your position on this draft by Monday, June 14, 2021.

Thanks-

Julie

*Julie R. Stern, Attorney
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1000 Liberty Avenue, Room 904
Pittsburgh, PA 15222-4111
412/690-7121 (office)
202/701-6375 (cell)
412/395-5986 (fax)
julie.stern@nlrb.gov*

From: [McCreary, John](#)
To: [Stern, Julie R.](#)
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420
Date: Tuesday, June 15, 2021 2:11:37 PM
Attachments: [image001.png](#)
[06-CA-267738etal.SettlementAgreement.pdf](#)

One more time

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From: Stern, Julie R. <Julie.Stern@nlrb.gov>
Sent: Tuesday, June 15, 2021 1:48 PM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

Thanks for getting this back so quickly, but I need you to also sign and date the bottom of the settlement agreement - bottom of page 2 of the PDF file.

*Julie R. Stern, Attorney
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202/701-6375 (cell)
412/395-5986 (fax)
julie.stern@nlrb.gov*

From: McCreary, John <JMcCreary@babstcalland.com>

Sent: Tuesday, June 15, 2021 1:44 PM

To: Stern, Julie R. <Julie.Stern@nlrb.gov>

Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

Executed agreement is attached.

John A. McCreary Attorney at Law jmccreary@babstcalland.com	
	Two Gateway Center Pittsburgh, PA 15222 O 412.394.5400 D 412.394.6695 C 412.860.6828 F 412.586.1068 www.babstcalland.com

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From: Stern, Julie R. <Julie.Stern@nlrb.gov>

Sent: Tuesday, June 15, 2021 1:11 PM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

Thanks for letting me know.

Please initial each page of the settlement agreement and the notice to employees, put your initials in the appropriate spot at the bottom of page 1, and sign and date the end of the settlement agreement; then return the signed copy to me. A scanned and emailed version is acceptable. Do not post this version of the notice; once the settlement agreement is approved by the Regional Director, notices will be sent to you for posting.

Feel free to contact me if you have any questions.

Thanks-

Julie

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julie.stern@nrlb.gov*

From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Tuesday, June 15, 2021 12:36 PM
To: Stern, Julie R. <Julie.Stern@nrlb.gov>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

Julie – Tecnocap will accept the agreement without the changes I proposed.

John A. McCreary

Attorney at Law
jmccreary@babstcalland.com



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From: Stern, Julie R. <Julie.Stern@nlrb.gov>

Sent: Tuesday, June 15, 2021 11:45 AM

To: McCreary, John <JMcCreary@babstcalland.com>

Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

The Regional Director is unwilling to make the changes that you proposed. As I stated in the message I just left for you, there is a general reluctance to change the language in the settlement agreement form. To be more specific to your proposals, I can tell you the following.

With respect to the "Scope of Agreement" language - the first sentence defines the subject of the agreement: "only the allegations in the above-captioned cases", so it does not seem that your proposed change is necessary. In addition, we cannot agree to limit a charging party's ability to file a charge beyond the limits imposed by Section 10(b).

With respect to the "Performance" language - this document is about the cases defined in the scope paragraph, so this change is also unnecessary.

Feel free to call if there's anything you'd like to discuss. Hopefully my explanations above will alleviate your client's concerns.

Thanks-

Julie

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julie.stern@nlr.gov*

From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Tuesday, June 15, 2021 8:54 AM
To: Stern, Julie R. <Julie.Stern@nlr.gov>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

With respect to the first one, for clarity – to clarify that the resolution of the charges described in the notice leaves "other" matters still subject to Board processes

With respect to the second, to clarify that if enforcement action is commenced the default described in the agreement applies only to the matters that are the subject of the agreement, and not to any other matter that may be pending before the Board.

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From: Stern, Julie R. <Julie.Stern@nlrb.gov>
Sent: Tuesday, June 15, 2021 8:39 AM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: RE: Technocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

Could you please explain why you want to make these changes?

Julie

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From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Monday, June 14, 2021 12:32 PM
To: Stern, Julie R. <Julie.Stern@nrlb.gov>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

Julie – I was able to speak with (b) (6), (b) (7)(C) today. I have two proposed changes to the draft agreement:

Scope of the Agreement – insert the word “other” into this sentence: “It does not prevent persons from filing charges, the Acting General Counsel/General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to other matters that happened before”

Performance – insert the language in red as follows: “The Charged Party understands and agrees that all of the allegations made in the cases which are the subject of this settlement agreement and which are included in the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint.”

With these changes Tecnocap will agree to the settlement.

Relatedly, the hearing for the Consolidated complaint is scheduled to begin on August 10. (b) (6), (b) (7)(C) is not available that week and I am not available the week following. The document with which we were served states that NLRB Form 4438 outlining the procedure to request a postponement was attached, but it was not. I cannot locate the Form online on the NLRB’s website. Can you provide me with one? I need to request a continuance.

Thanks

John A. McCreary

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jmccreary@babstcalland.com



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its attachments
w thout reading or
saving in any
manner. Thank
you, Babst,
Calland, Clements
& Zomnir, P.C.

From: Stern, Julie R. <Julie.Stern@nlrb.gov>
Sent: Monday, June 14, 2021 9:49 AM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

Yes - that's fine. Thanks for the update.

*Julie R. Stern, Attorney
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julie.stern@nlrb.gov

From: McCreary, John <JMcCreary@babstcalland.com>
Sent: Monday, June 14, 2021 9:48 AM
To: Stern, Julie R. <Julie.Stern@nlrb.gov>
Subject: RE: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

Julie – I just learned that (b) (6), (b) (7)(C) has been out of town and just returned. Would it be possible to respond by close of business tomorrow?

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From: Stern, Julie R. <Julie.Stern@nrlb.gov>
Sent: Wednesday, June 9, 2021 8:50 AM
To: McCreary, John <JMcCreary@babstcalland.com>
Subject: Tecnocap - Cases 06-CA-267738, 06-CA-269480, 06-CA-271170 and 06-CA-274420

ATTENTION: Email sent from outside Babst Calland.

John -

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Please DO NOT POST the proposed Notice attached to the attached draft Settlement Agreement at this time. Upon approval of the Settlement Agreement by the Regional Director, a conformed copy of the agreement and a supply of notices will be sent to you with instructions relative to posting requirements.

Feel free to contact me if you have any questions, or if you would like to discuss changes to this draft. Please let me know your position on this draft by Monday, June 14, 2021.

Thanks-

Julie

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